DOCUMENT RESUME

ED 070 482 LI 004 034

TITLE	Alabama Public Library Service Long-Range Program.
INSTITUTION	Alabama Public Library Service, Montgomery.
PUB DATE	May 72
NOTE	92p.; (0 References)
EDRS PRICE	MF-$0.65 HC-$3.29
DESCRIPTORS	Evaluation; *Library Planning; *Library Programs; *Library Services; *Objectives; State Libraries; *State Programs
IDENTIFIERS	Alabama; Library Services and Construction Act; LSCA; *State Plans

ABSTRACT

During the past decade great progress has been made in Alabama to provide library service to the people. However, in order to move forward the State must take stock of where it is in terms of library resources and services and plan for future growth. The purposes of this Long-Range Program are to establish, extend and improve libraries in areas without such service or where service is inadequate; assist with public library construction; provide special service to the blind, physically handicapped, disadvantaged persons and the institutionalized; to strengthen the State Agency and promote interlibrary cooperation. This Long-Range Program is not intended to be a static program but a dynamic one which responds to the changing conditions within the State. (Other State Plans are: LI003985 through 003993, LI003995 through 004004, LI004027 through 004033, LI004035, and LI004038 through 004046.) (Author/NH)

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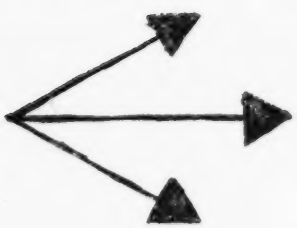
ALABAMA PUBLIC LIBRARY SERVICE

LONG-RANGE PROGRAM



LI 004 034

Alabama Public Library Service
155 Administrative Building
Montgomery, Alabama 36104
MAY 1972

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A L A B A M A

LONG RANGE PROGRAM

LIBRARY SERVICES AND CONSTRUCTION ACT

PUBLIC LAW 91-600

FOR FISCAL YEARS 1973-1977

IN ACCORDANCE WITH THE PROVISIONS OF THE LIBRARY SERVICES AND CONSTRUCTION ACT, THE BASIC STATE PLAN SUBMITTED BY THE STATE OF ALABAMA, AND THE REGULATIONS ISSUED UNDER THE ACT BY THE UNITED STATES COMMISSIONER OF EDUCATION, THE LONG RANGE PROGRAM IS HEREBY SUBMITTED. THIS PROGRAM HAS BEEN SUBMITTED TO THE GOVERNOR FOR REVIEW AND IS IN ACCORDANCE WITH THE STATE CLEARING HOUSE.

(Mrs.) ELIZABETH PARKS BEAMGUARD, DIRECTOR
ALABAMA PUBLIC LIBRARY SERVICE

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LIST OF GOALS AND OBJECTIVES

TITLE I - STRENGTHEN THE STATE AGENCY

GOAL I-A: To strengthen the State Agency so that it may fulfill its responsibilities and exercise the necessary leadership in statewide public library development. ...P.19

Objective 1. To design a comprehensive state-wide planning program.
2. To have conducted a management review of the State Agency.
3. To spend the first year in improving the criteria and procedures to be used in implementing the long-range program for the state, in setting year-by-year objectives, refining priorities and analyzing recommendations from the various library studies.
4. To enhance the staff development program of the State Agency.
5. To improve and expand the State Agency headquarter's collections to support reference and reader advisory needs of libraries and to meet the needs of other state departments and offices.

SYSTEM DEVELOPMENT

GOAL I-B: To make every locality within the state part of a coordinated library so that every citizen has access to the total library resources of the state. ...P.25

Objective 1. To extend and/or improve library service in Alabama.
2. To attempt to establish public library service in the single county where currently there is no service.
3. To expand single and multi-county systems to permit total participation of all counties to lead ultimately to system boundaries approaching those of the Alabama Development Office Sub-districts.
4. Alternative: To combine existing single county and multi-county systems, as well as adjacent counties not in systems, to form larger regions.
5. To develop a special project in the form of a demonstration of a new system, coordinating library services in a geographic area.

LIBRARY EDUCATION

GOAL I-C: To provide public librarians in Alabama with a quality education at the professional and supportive level that will prepare them to perform their duties in such a manner as to meet the highest established professional standards for librarianship. ...P.30

Objective 1. To promote plans for and participate in the implementation of public library education in the fields of recruitment, training and certification.

2. To provide librarians with training in management, administration, service to special groups and to the institutionalized.

3. To obtain a salary scale commensurate with responsibilities, education and experience.

4. To devise a system of retirement and fringe benefits similar to those of other employees in comparable positions.

5. To develop a more active division of Trustees a Friends of the library at the state and local level.

SERVICE TO THE BLIND AND PHYSICALLY HANDICAPPED

GOAL I-D To assist in extending and improving library service to the blind and physically handicapped to meet their particular needs. ...P.35

Objective 1. To assist the Regional Library for the Blind and Physically Handicapped locate, identify and serve the blind and physically handicapped.

2. To assist in securing adequate physical facilities for the Regional Library for the Blind and Physically Handicapped so that they may efficiently continue their services and their supervisory responsibilities.

3. To ask that a plan for Vision Center development be included in the long-range program submitted by the Regional Library which is written in cooperation with the State Agency.

SERVICE TO THE INSTITUTIONALIZED

GOAL I-E To cooperate with state and locally supported institutions to assist them in the development of library service within that institution's program for treatment and rehabilitation. ...P.38

Objective 1. To cooperate with other appropriate departments and agencies to assist in the structure of a plan for service to other institutions on the state and local level.

SERVICE TO THE DISADVANTAGED

GOAL I-F: To establish, extend and improve library service to the disadvantaged in urban and rural areas. ...P. 39

Objective 1. To carry on existing special programs of service to the disadvantaged and initiate programs of suitable service to the areas of regional and national priorities.

Objective 2. To cooperate with Division of Adult Basic Education, State Department of Education, in their programs for the disadvantaged.

3. To disseminate information and/or provide workshops on serving the disadvantaged so that our librarians, trustees and Friends of the Library will more clearly see the need and value of their service and assist in improving it.

ADMINISTRATIVE PROCEDURES

GOAL I-G: To provide professional, efficient and adequate administration by the State Agency of the Long-Range Program and the Annual Programs. ...P. 42

Objective 1. To improve the maintenance of fiscal and statistical data necessary for auditing and procedures at the state and local level.

2. To continue to offer assistance to our libraries for programming and for fiscal management.

3. To further our public relations program and continue to include all media.

4. To increase public awareness of the potentials of library services available to government, to business and to industry at the local and the state level.

DEVELOPMENTAL SERVICES

GOAL I-H: To provide equitable and efficient assistance to public libraries. ...P. 46

Objective 1. To provide assistance in the technical processes to the public libraries of the State.

2. To provide incentive and assistance in upgrading facilities of libraries not qualifying for construction grants.

3. To make it possible for libraries to meet regional and national priorities by supplementing local funds.

4. To provide an In-WATS service at the State Agency.

5. To assist the Alabama Library Association to accelerate its plan to expand the program interpretation of Alabama's libraries, their services and their needs.

6. To analyze and evaluate present bookmobile service.

7. To provide a Resource file for use by public libraries.

8. To increase public awareness of the potential of library service.

9. To provide additional impetus to the continuation of existing projects through leadership.

TITLE II - CONSTRUCTION

GOAL II-A: To provide for all public libraries, buildings which are adequate, efficient, accessible to all (including the physically handicapped) designed for modern library services and architecturally an interpretation of today's library concept. ...P. 55

Objective 1. To produce a long range plan for buildings and/or facilities for each of the states' 12 planning and development districts that will provide for coordinated district wide facilities development. (Se I-B System Development)

2. To provide adequate facilities commensurate with the State Agency.

TITLE III - INTERLIBRARY COOPERATION

GOAL III-A: To prepare and implement a comprehensive plan for developing, coordinating, maintaining and improving the total library and information service of the state for all users. ...P. 57

Objective 1. To develop and implement a program of planned communication for statewide reference and referral.

2. To provide access to state documents and to make them readily accessible.

3. To secure through legislation an Interstate Library Compact to provide a contractural ability with other states.

APPENDICES

A. Status of Public Library Service in Alabama, January 1970

B. Definition of Terms

C. Excerpts from the Preliminary Findings of the User and Non-User Study

D. Preliminary Flow Chart of APLS Planning Process

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L. Excerpts from the Preliminary Findings of the Special Study on Cooperative Service Among Alabama Libraries

I. Introduction

This document represents the Alabama Public Library Service's Long-Range Program to provide improved library service to all citizens of the State. It is based upon our situation as we know it, and upon the thinking and planning of many groups and individuals over the past several years.

During the past decade great progress has been made in Alabama to provide library service to the people. This progress has been dramatic[1] but in order to move forward the State of Alabama must take stock of where it is in terms of library resources and services and plan for future growth.

The purposes of this Long-Range Program, developed in accordance with the Library Services Construction Act as revised, and within the framework of the Code of Alabama, are to establish, extend and improve libraries in areas without such service or where service is inadequate; assist with public library construction; provide special service to the blind, physically handicapped, disadvantaged persons and the institutionalized; to strengthen the State Agency and promote interlibrary cooperation.

The Long-Range Program will be continuously evaluated in consultation with the Executive Board of the State Agency, the LSCA State Advisory Council, the Regional Library Services Program Officer of the Office of Education of the U. S. Department of Health, Education and Welfare, and the librarians of the State. It is not intended to be a static program but a dynamic one which responds to the changing conditions within the State. Library development must keep pace with and support the changing needs of the government and the citizens of Alabama.

II. The State Library Agency

Alabama's state agency, responsible for development of public libraries, is the Alabama Public Library Service.

A. History of Development

The Alabama Public Library Service was created by the State Legislature in 1939 as Title 55, Article 3, Sections 278-284, with the responsibility of establishing, strengthening and expanding free public library service in Alabama. It was called the Public Library Service Division of the Department of Archives and History. Recognizing the separate functions of these two divisions, in March of 1959 the State Legislature designated the Alabama Public Library Service as a separate agency with its own executive board.

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1. See the next section on the development of APLS and Appendix A for a map showing the Status of Public Library Service in Alabama.

Federal legislation has had a great impact on library development nationally. For example, the Library Services Act of 1954 and the Library Services and Construction Act of 1965 provided incentive and assistance to Alabama to improve and extend public library service. A statewide Regional Library for the Blind and Physically Handicapped was established, and library service to correctional institutions was extended and improved.

The current status of Alabama's public library service is:[2]

20 systems embracing 85 member libraries in 36 counties
67 libraries not now in systems
1 statewide Regional Library for the Blind and Physically Handicapped with 4 Vision Centers in traditional library facilities, and additional vision centers planned for 1973-1977
1 public library in a mental hospital
2 prison library facilities

But 575,675 people remain unserved because there is no library in their community and no formal arrangement with any library to provide service. One county still has no public library.

B. Description of the State Agency

1. Facilities

The Alabama Public Library Service occupies approximately 5,000 square feet of space in the Administrative Building, which is a part of the capitol complex, and some 1,800 square feet in two separate buildings located two blocks away.

2. Staff

The staff of the State Agency consists of 29 employees. Eight of these are professional librarians:

a) Director
b) Assistant Director
c) Headquarters Librarian
d) Reader's Service Librarian
e) Two field staff librarians
f) Technical Services Librarian
g) Cataloging Librarian

The other 21 staff members are:

a) Federal Programs Coordinator

2. See Appendix A for a map showing the Status of Public Library Service in Alabama.

b) Business Manager
c) Property Inventory Officer
d) Secretaries
e) Supportive Staff

3. Funding and Statistics

a) The State Agency (July 1, 1971 - June 30, 1972)

State Agency Income

State of Alabama General Fund.....	$254,500

Book Loans

Volumes sent to libraries on indefinite loan...	23,504
Volumes sent to libraries on short-term loan...	12,552
Volumes loaned to individuals.....	1,257

Non Book Material

Film and filmstrips loaned.....	897
No. of viewers.....	65,969
Other materials (xeroxed pages, free pamphlets from Bureau of Publicity, etc.).....	1,372
Framed pictures.....	282

Requests from Libraries.....	2,546

Book Collection

Total number of volumes accessioned.....	16,261
Total number of titles accessioned.....	1,251
Total number of books withdrawn.....	34,421
Net holdings (of which 75% are on indefinite loan to libraries not in systems).....	395,326

State Agency Activities (1971)

• Alabama Public Library Service Executive Board Meetings.....	5
• Dedication of Library Buildings.....	7
• Field Visits.....	93
• Library Board Meetings and Conferences.....	16
• Visits by Small Community Librarians.....	62
• Speeches given to Public Service Groups.....	10
• Conferences with Mayors Asking Help for their Town's Library.....	5
• Conferences with State and Federal Agencies and Professional Organizations.....	60
• Preparation of Specifications for Equipment and Analyses of Bids for Libraries.....	7
• Attendance and Participation at Workshops, Institutes and In-Service Work Sessions.....	85
• Number of Publications Issued.....	30

b) Public Libraries of Alabama (July 1, 1971 - June 30, 1972)

1. Income 1971-72

	LSCA	Local
Title I, Services	$ 801,520	$4,859,147
Title II, Cooperation	170,495	104,000
Title III, Interlibrary Cooperation	48,695	
Totals	$1,020,710	$4,963,147

2. Books

Total in Public Libraries.....	5,286,828
Books Per Capita.....	1.13
Total Circulated in Alabama.....	15,556,777
Books Circulated Per Capita.....	4.76

C. Intergovernmental and Institutional Relations

Alabama Public Library Service (APLS) has a good working relationship with other state agencies such as:

- State Department of Education
  a) Adult Basic Education
  b) Junior College Division
  c) Vocational Education
  d) School Library Supervisors
- Alabama Development Office
- State Department of Mental Health
- Pensions and Security
- Commission on Aging
- Industrial Relations
- Alabama Council on Arts and Humanities
- State Department of Archives and History

Statewide civic organizations which are concerned with support of library development and offer real assistance to libraries include:

- League of Women Voters
- Alabama Federation of Women's Clubs
- Telephone Pioneers
- Alabama Society of Crippled Children and Adults
- American Association of University Women
- Jaycees
- Alabama League of Municipalities
- National Council of Jewish Women

These agencies and organizations affect the State Agency's planning for library service not only by using the libraries and making

their informational needs known, but by providing financial support, seeking increased local appropriations, publicizing library programs and activities, securing new and improved facilities and by contributing to meeting informational and educational needs of the population. Active cooperation among public, school, academic and public libraries has had a long history of friendly acceptance in Alabama. Since more than half of all library users are students,[3] it is recognized that one of the public library's primary roles is educational. All libraries work together to meet the needs of students through interchange of materials and resources.

The Alabama Development Office (ADO) with its interrelationships with sub-state planning districts (or councils of government of planning commissions) consults with the State Library Agency planning and development within these districts. ADO is of inestimable help to APLS in planning, in the implementation of plans and in communication with local elected officials and other community leaders.

The Jaycees and APLS have cooperated on many ventures, such as the Jaycee Good Reading Program and in local library development.

The Alabama League of Municipalities uses the resources of APLS at all League workshops and as members of the State Committee on Human Resources. They have included a resolution of support of APLS in their official platform.

Library planning in Alabama is necessarily affected by governmental agencies and/or persons who are decision makers in positions of authority. These include:

- The Governor
- The State Legislature
- The Executive Board of APLS
- The LSCA State Advisory Council
- The A-95 Clearinghouse of the Alabama Development Office
- The Regional Library Services Program Office of the Office of Education of the U.S. Department of Health, Education and Welfare.

III. The Planning Process

Many individual librarians, state agencies, boards of trustees and interested citizens have been involved in the production of this Long-Range Program. A great deal of information was collected about Alabama libraries by various techniques. From the thinking of these planners and the information collected, the State Agency has produced this document.

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3 Preliminary findings of a recent user and non-user study show that approximately 47% of library users over the age of 12 are high school or college students. If children under age 12 are added, the total exceeds 50% of all users. Preliminary findings of the study are in Appendix B.

During the first year of the 5-Year Long-Range Program, emphasis will be placed on formalizing the planning process. See Section V-A for a discussion of the objective of designing a formal planning process.

A. The Planners

The organizations which have been involved in the production of this Long-Range Program through discussions, interviews, correspondence and consultation are:

- Alabama Public Library Service Executive Board
- LSCA State Advisory Council
- Library administrators, trustees and Friends of the Library
- Alabama Library Association
- Alabama Development Office
- Sub-State Planning Districts
- Regional Library Services Program Officer (Region IV)
- The University of Alabama Graduate School of Library Service
- Auburn University, Department of Educational Media
- Alabama A & M Graduate School of Library Media
- State Department of Education
  a) School Library Supervisors
  b) Division of Adult Basic Education
- Alabama League of Municipalities, Committee on Human Resources
- Department of Pensions and Security

B. Information Collection

This activity is essential to planning since it provides the facts concerning the current status of library resources and services within the State. This Long-Range Program is designed to build upon what we have in Alabama and through an evolutionary process to improve library service through the formation of new regions and through statewide cooperation with public, school, college and university, and special libraries.

1. Consultations

The individuals and organizations with whom consultations have been held include the following:

a) The public librarians

This group, especially the administrators, have made an immesurable contribution to the Long-Range Program by supplying the State Agency with copies of their plans, information on their priorities, their needs in order to provide better service, and their measurement techniques for evaluating their programs and progress. Their annual statistical reports graphically illustrate their many strengths and reveal their innovative programs plus the astounding amount of service they are able to provide on very limited budgets.

b) The Alabama Library Association

The State professional organization has worked closely and with great understanding with the State Agency to determine the goals and objectives to be met by this Long-Range Program. The various divisions of the Association - Public Library, Special and Academic, Trustees and Friends, and Children's and School Librarians - have been especially helpful.

c) The Institutions of Higher Education

Faculties of the eleven institutions of higher education in Alabama that offer courses in library science are kept informed by the State Agency on the changing needs of users and non-users as the State evolves from an agrarian society to an industrialized one. They, in turn, keep these needs in mind as they design their curriculum.

d) The Ohio Evaluation Center

The State Agency Director and Assistant Director attended the Ohio Evaluation Center's 1971-72 Statewide Library Planning and Evaluation Conferences. These were sponsored by the U.S. Office of Education. The purpose was to provide planning and evaluation guidelines to all state librarians or directors of state library agencies.

These conferences have been of great value to our efforts to design a formal statewide library plan.

2. Questionnaires and Community Surveys

These tools were used to provide information on the needs of users of libraries, and to identify potential users. In addition the needs of librarians and the problems they have in providing good library service were identified.

The State Agency has sent questionnaires to the public librarians and trustees in these categories:

- Manpower and in-service training techniques
- Bookmobile use
- Inventory and upgrading reference collections
- Out-Reach Programs (types and number of people served)
- Facilities

3. Statewide Workshops

The State Agency participated in workshops in various parts of the State in conjunction with other public or private institutions. The workshops of particular significance were on the following topics:

- Public Administration
- Women in Management
- Management/Employee Relationships
- Planning in Government
- Administrators' Conferences held by the State Department of Personnel in cooperation with the Bureau of Public Administration, University of Alabama (partially financed with funds from Title I, Higher Education Act).

4. The First Governor's Conference on Alabama Libraries

This conference, held in 1969, was for the purpose of assessing present and future needs of all Alabama libraries including public, school, academic and special libraries.

The presentation of these needs did much to arouse public interest and support of library development in the State. The conference focused on the vast resource libraries bring to bear on the education and information needs of the State of Alabama.

C. Overall National and Regional Goals

The Long-Range Program for library service in Alabama reflects the overall national and regional goals of the Department of Health, Education and Welfare. The Library Services and Construction Act (Pub. Law 91-600) sets out clearly and concisely the objectives to be met:

- Establishment, extension and improvement of public library services in the areas of the State which are without such services or where service is inadequate.
- Strengthening of the State Agency
- Interlibrary cooperation among all types of libraries
- Establishment, extension and improvement of library services for disadvantaged rural and urban areas.
- Extension and improvement of library services for the blind and physically handicapped
- The extension and improvement of library services for the institutionalized.

The State Agency, the Alabama Public Library Service, is responsible for providing leadership in the State's public library development.

To do this there are certain areas of priority predicated on the needs of the people of the State for educational, informational, and cultural resources. For example:

- Informational resources

  Alabama's economy is rapidly changing from an agrarian base to a service/industry oriented one. Thus one obligation of the public library is to help meet the informational needs of business and industry.

- Educational resources

  The supportive role of Alabama public libraries working with the functionally illiterate in the Appalachian regions[4] is illustrated in a special report, The Role of the Southern Appalachian Public Library in Dealing with Functional Illiteracy by Miss Evelyn Coskey written in 1972:

  "Alabama is one of the two states which places the greatest emphasis on the problem of functional illiteracy in the southern Appalachian areas...one of the two best states."

  She took special notice of the supportive role of the public library in working with the functionally illiterate by the placing of adult books with easy vocabulary in suitable loan situations.

- Cultural resources

  Some of the ways Alabama's public libraries meet their cultural obligations include sponsoring art exhibits, craft shows, little theater productions, concerts, modern dance recitals, and archeological and genealogical exhibits.

D. Assessment of Needs

The State Agency recognizes that despite dramatic progress in the last twelve years, Alabama libraries do not yet provide adequate service. Our basic function of providing quality library and information service to all residents in such locations and in such manner as will be most convenient and efficient for the patron is indeed at present impossible to meet and, therefore, is our primary long-range goal. Efforts are being made to place in proper priority our supporting goals, objectives and planned actions to enable us to arrive ultimately at our primary goal.[5]

At this time there are at least eight surveys or studies in progress in Alabama involving libraries, the results of which should assist in assessing the needs of patrons and potential patrons. Those studies are:

- The Governor's Cost Control Survey
- A Cost Index, State Data Bank, University of Alabama Bureau of Business Administration

4. See Appendix K for Appalachian Regional Commission Map.
5. See Appendix B for Definition of Terms

- Individual study of each sub-state district of the Alabama Development Office
- Alabama Consortium on the Development of Higher Education
- Alabama Commission on Higher Education
- Battelle Memorial Institute, Study of Alabama Libraries
- Education Study Commission, State Department of Education
- Alabama Health Study Commission

Some of the preliminary results of these studies have been analyzed in terms of library needs;[6] these analyses have helped to identify certain planned actions included in the 5-year program. Further results of these studies may affect our plan of actions.

It is already obvious that school library needs for the next five years will involve:

- Funds to pay trained librarians
- Separate teacher units for librarians
- Closer cooperation between school librarians and public librarians
- Larger in-depth reference collections
- More bookmobile service to urban centers
- Better pre-school and early childhood education
- Adult Basic Education material for disadvantaged and under-educated adults
- Staff and time to help people
- Additional vocational materials such as job descriptions, needed skills and how to change skills when you change jobs

The needs of the special librarians are not so patently obvious, as their demands for service vary as widely as the types of service they are called upon to offer. At this preliminary stage, a cross-section of the state's special librarians seemed most to need a Resource Center - a place to get data, statistics, books and other little used information that the libraries do not need to store.

The academic libraries would appear, at this very early stage of their various surveys, to be particularly concerned with:

- Sufficient funding
- Additional space
- Union Catalogs
- More adequate, general and specialized collections
- Audio-visual material
- Additional staff

Alabama public libraries' most obvious needs are not too difficult to measure even without the surveys now being completed. For convenience sake, our primary needs are listed on the following pages in chart form.

6. See Appendix C for preliminary findings of the user and non-user study.

Assessment of Alabama's Public Library Needs:

tegory of Needs	Present Status	ALA Standards*	Alabama's Needs	Estimated Cost	Percent of LSCA Contribution
rsonnel (estimated)	306 professional and sub-professional librarians 438 non-professional staff members in 20 systems and 67 libraries not in systems	1 professional librarian for each 2,000 people in the service area 2/3 of the staff of a library can be non-professional	416 additional professional and sub-professional librarians 328 non-professional staff members	722 at average salary of $9,500 equals $6,859,000 766 at average salary of $5,000 equals $3,830,000	65% 65%
raining (estimated)	239 personnel with high school education or less 199 up to 2 years of college 226 bachelor's degrees (no library science courses) 53 bachelor's degrees (in library science courses) 27 master's degrees (in library science	There must be at least 1 professional staff member in each library system for: administration organization and control of materials selection, information and advisory service for adults selection, information and advisory service for young adults selection, information and advisory service for children extension services The remainder of the staff may be non-professional	644 professional and sub-professional librarians must be trained or retrained to fill the various positions required by ALA Minimum Standards based on Objective I-B-3 which would align the state into 12 systems according to the present status of the ADO districts.	644 at average cost of $500 equals $322,000	65%
ooks	Alabama has 3,682,154 books for a total population of 3,444,165	2-4 volumes per capita	Alabama needs 6,650,341 books based on an average of 3 volumes per capita.	$88,117,018	65%

Assessment of Alabama's Public Libra Needs:

Category of Needs	Present Status	ALA Standards	Alabama's Needs	Estimated Cost	Percent of LSCA Contribution
Financing of Services	Alabama expends $1.37 per capita or $6,338,357 annually.	Quality library service will be provided...and appropriately funded.	Alabama can realistically hope to reach $3.00 per capita by FY77.	1975 - $6,888,330 1977 - 10,332,495	65%
Facilities (estimated)	Alabama has built or reconstructed approximately 100 buildings since 1965. Of the existing libraries, 51 need to be enlarged, remodeled or replaced. 5 systems need headquarters buildings. Headquarters building for the State Agency.	The headquarters building of a library system should be located and designed to provide maximum accessibility and space for the full range of library service needed by the area served. The community library should be located to stimulate extensive use, and should provide inviting, comfortable space and efficient facilities to serve as a library center for its area.	The first need is to produce a long-range plan for buildings and facilities. 5 headquarters buildings 1 State Agency building 1 Regional Library for the Blind and Physically Handicapped.	 $2,000,000 1,500,000 500,000 $4,000,000	 60%

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E. Criteria and Priorities

Applications will be considered in terms of the statewide goals, objectives and planned actions which are detailed in Section V. Criteria based on ALA Standards will be used to review grant applications from libraries or library systems in the state. The specifics for each type of grant will be determined during the first year of the program but they will be based on:

- Legality. Is the project authorized by Federal and State Laws and local governing authorities?
- Goal-related. Are the project objectives in accord with goals and objectives set forth in the long-range program? To what extent is statewide consensus evident on importance of the project?
- Feasibility. Does the project have a reasonable chance to succeed? Is there evidence of local commitment to continue the project? Are local and state funds potentially available?
- Replicability. How significant is the project in terms of applicability in other locations in the state? The nation?
- Local management capacity. What is the competency of personnel and adequacy of facilities to administer the project?
- Interagency cooperation. Does the project reflect a concerted approach? Is it community oriented? Is it a duplication of effort?
- Evaluation. Are the project objectives stated in measurable terms? Are evaluation criteria listed? Does the project meet the requirements of the State Library Agency application form?
- Capacity to Monitor. Does the State Agency have the ability and time to monitor the project?
- Political Implications. Is the project free of political bias? Lend to geographic balance of outside benefits to localities?

Priority in the overall program will be based on the answers to the following questions:

- Are the schedules realistic?
- Are manpower and facilities available to accomplish the project?
- What proportion of the population will benefit from the projects?
- To what extent can the State Agency and/or the local program officer monitor the program?
- To what degree are other departments and agencies cooperating with the State Agency and/or the local library in reaching the goals?

- How is evaluation to be accomplished?
- How will the programs be interpreted and publicized?
- Can adequate funding be secured for the planned action?

In cooperation with the Executive Board, Advisory Council and the Library Services Program Officer (Region IV), the State Agency and librarians will develop firm plans to implement and finance this Long-Range Program.

Projects for LSCA Title II construction grants must fit within Alabama's Long Range Program for Public Library Construction and comply with all DHEW requirements for federally assisted construction contracts.

I. Eligibility requirements. Applications will be considered only from libraries which have met these requirements:

1. Be legally established as a public library according to State Law (Code of Alabama 1940, Title 55, Article 4, Sections 285-289, County and Municipal Libraries).

2. Submit a long-range plan (not less than 5 years) for a program of public library service to meet adequacy as defined in Title I.

3. Give assurance that the library will serve all persons in the community free of charge (Form 441 to be signed each year).

4. Hold clear title to a site approved by Alabama Public Library service.
   EXCEPTION: The governing body may hold the Title if there is an official resolution assigning the property to public library use.

5. Submit a satisfactory plan for a library building or remodeling of existing facilities which will provide for a program of service specified in Item 2 above.

6. Have as administrator a qualified librarian approved by Alabama Public Library Service.

7. The plan for the building must:

   (a) be designed to meet the needs of the proposed program and to permit future expansion
   (b) conform to local building code and local ordinances regarding the handicapped, off street parking, access walks, delivery areas, fire and safety regulations, etc.

8. The Owner-Architect Agreement and the Owner-Contractor Agreement must follow the forms set forth in the Building Commission Handbook for Architectural Services. Rev. ed., 1971.

9. (a) The prevailing wage rates as determined by the U. S. Department of Labor

(b) All contract clauses required for the Federal labor standards as provided for in section 203(a) (4) of the Regulations and the clauses required by the President's Executive order No. 11246 on Equal Employment Opportunity 130.5 (b) (2) of the regulations in federally assisted construction.

(c) Procedures to implement the National Environmental Policy Act of 1968 Executive Order No. 11514 and with Executive Order No. 11288 with regard to the prevention of water pollution.

(d) Compliance with:
The Civil Rights Act of 1964, Title 6
The Intergovernmental Cooperation Act of 1968, Title 4
The Uniform Relocation Assistance of Real Property Acquisition Policies Act of 1970

(e) Provide assurance that the building will be accessible to and usable by the physically handicapped.

(f) The projects must also comply with local and state building codes and regulations.

II. Priorities

1. State Agency
2. Headquarters of a system
3. Library serving a population not less than 50,000
4. A branch or member of a system
5. Other public libraries

III. Criteria to decide rank within priorities. If there are several applications qualifying under any one of the given priorities listed above, they shall be evaluated by the State Agency and assigned rank within each priority based on the following considerations:

(a) Adequacy of the proposed building to provide library service to meet national standards

(b) Evidence of a stable operating budget to provide adequate services from the proposed building

(c) Acceptable qualifications of the staff who will administer the services from the proposed building

(d) The library area to be served in terms of:
Population
Projected program for extending service to additional areas.

IV. Procedures to be followed:

Applicants must submit plan (5 copies) as indicated in I (2).

All applications properly filed will be submitted to the State Executive Board for consideration and action.

All applicants will be notified in writing of the action of the State Executive Board.

V. Methods of Assuring a Fair Hearing. The method and procedures to be followed in providing every public library, whose application for funds under the plan for construction (LSCA) is denied, with the opportunity for a fair hearing before the State Agency is as follows:

Each public library board whose application is not approved will be notified in writing and the reason given.

A committee composed of two representatives of the State Executive Board of Alabama Public Library Service, a representative from the State Building Commission, a representative of the Attorney General, and the Director of Alabama Public Library Service will be available to hear appeals from such library boards. The Committee will recommend action to the State Executive Board, which will have the final determination in the matter.

VI. Procedures for Administering the Plan for Construction:

1. Library construction, financed jointly by local and federal funds, requires the services of a registered architect. The architect or his officially designated clerk-of-the-works, will assume responsibility for full compliance with the requirement that all laborers and mechanics employed by contractors on all contruction projects shall be paid at not less than prevailing rates as determined by the Secretary of Labor in accordance with the Davis-Bacon Act, as amended, and shall receive overtime compensation in accordance with the Contract Works Hours Standards Act, and that contractors and subcontractors will comply with the provisions of 20 CFR part 3 and abide by the contract clauses required by 20 CFR 5.5 (a) and (c):

   (a) Weekly payrolls will be reviewed to see that they are in accordance with the scale for the area.
   (b) On the spot job personnel interviews will be conducted to determine job being done and wage being paid.

2. The architect shall include in the bid specifications for the project, applicable information to comply with Federal Labor Standards, and shall verbally and in writing inform the successful bidder that such standards must be met.

   The architect is designated the representative of the State Agency and of the applicant in this regard.

3. The equipment consultant prepares lay out drawings and recommendations for the consideration of the board and library. He prepares the bid documents following the decision of the board; analyzes the bids; and advises the board as to the acceptable bidder(s).

   He supervises and/or inspects installation of equipment, certifies that the installation is satisfactory and approves invoices for payment.

F. Evaluation Process

The State Agency must establish and implement evaluation procedures for the Long-Range Program. An assessment of the present methods of gathering statistics must be made. Some new evaluation methods must be developed which will more adequately measure the use of public libraries such as:

- Results of statewide user and non-user surveys
- Method to measure increased use of the library by various groups such as students, minorities, and the economically deprived
- Additional types of service offered to meet the needs of the changing community
- Results of library and staff publicity and public relations programs
- Impact of new and improved facilities.
- Evaluation of committees at the local level to evaluate programs, including questionnaires and interviews with users.
- Increased financial support by the local community
- Comparison of the reading levels of the library users and the non-users in the elementary grades.

Evaluation of results will be written and documented to indicate the achievement of goals and objectives or discrepancy between goals and objectives attained and/or expected as well as subsequential action.

IV. Dissemination and Interpretation of the Long-Range Program

The distribution and explanation of this Long-Range Program and its evaluation will be carefully planned and executed. It should be thoroughly understood by those to whom the written program is given, that it has been designed to be changed and improved and techniques added as dictated by the input of new data. Is to be emphasized that this is the statewide effort, a program to be implemented to improve library service to all citizens.

The Executive Board of the Alabama Public Library Service will make copies available to:

- Governor of the State of Alabama
- LSCA State Advisory Council
- Administrators of all libraries
- Alabama Library Association Executive Council
- Alabama Development Office
- Sub-State Planning Districts
- Alabama colleges and universities having library science programs
- Alabama League of Municipalities
- Alabama Association of Probate Judges and County Commissioners
- Attorney General
- State Budget Officer
- Legislative Interim Committee
- Alabama Commission on Intergovernmental Cooperation.

The Long-Range Program with its goals, objectives, planned actions and actions and evaluation will be interpreted to citizens of Alabama in these ways:

- Public Media (radio, television, newspaper articles)
- Talks and discussions held by librarians, trustees and State Agency staff with civic groups.
- State and local governmental units discussing the Long-Range Program with their departments

V. Goals, Objectives and Planned Actions

We have set forth in chart form the goals, objectives, present staus, basic standards, identified needs and problems, and projected dates for initial action on the following pages. This presentation seemed to us to be a clear, concise and logical method of writing Titles I, II and III of Alabama's Long-Range Program. Although each item has been carefully considered and thoughtfully discussed, it must be recognized that these are subject to change as new information and conditions indicate that another course of action will produce better library service.

The State Agency's Long-Range Program reflects its primary long-range goal which is to provide quality library and information service to all residents of Alabama in such locations and in such manner as will be most convenient and efficient for the patron.

The Long-Range Program for library service in Alabama also reflects the overall national and regional goals of the Department of Health, Education and Welfare. The Library Services and Construction Act (Pub. Law 91-600) sets out clearly and concisely the objectives to be met:

- Establishment, extension and improvement of public library services in the areas of the State which are without such services or where service is inadequate.
- Strengthening of the State Agency
- Interlibrary cooperation among all types of libraries
- Establishment, extension and improvement of library services for disadvantaged rural and urban areas
- Extension and improvement of library services for the blind and physically handicapped
- The extension and improvement of library services for the institutionalized

GOAL I-A To strengthen the State Agency so that it may fulfill its responsibilities and exercise the necessary leadership in statewide public library development.

Objectives	Present Status	Standard	Needs and Problems	Planned Actions	Initial Action
I-A-1 To design a comprehensive statewide planning program.	The State Agency has no formal planning process with established schedules and procedures. None of the library systems has a bona fide formal planning process. None of the libraries not in systems has a formal planning process.	ALA Standards[7] call for ensuring library functions essential to the state which includes planning involving all types of libraries. It also stresses that each state should have a comprehensive long-range plan. AlaLA Standards say that the State Agency must develop a plan for library service at the state level.	To provide a planning mechanism that will involve all types of libraries at all levels	Formulate a comprehensive statewide planning process with the advice and assistance of the Executive Board, State Advisory Council, Region IV Program Officer, librarians and appropriate state departments and agencies.7	FY73
			To have, in published form, additional manuals outlining the concept, responsibilities, duties, schedules, forms and procedures of planning.	Revise and print the necessary manuals.	FY73
			To publicize and interpret the manuals to all concerned parties.	Make suitable distribution of the manuals and interpret through conferences and workshops where necessary.	FY73

7. See Appendix D: Preliminary Flow Chart of APLS Planning Process
When ALA Standards appear the reference is to Standards for Library Functions at the State Level. (Rev. 1970)

Title I - Strengthen the State Agency

GOAL: I-A To strengthen the State Agency so that it may fulfill its responsibilities and exercise the necessary leadership in statewide public library development.

Objectives	Present Status	Standard	Needs and Problems	Planned Actions	Initial Action
I-A-2 To have conducted a management review of the State Agency.	Increasing demands for information and assistance, new programs and developments require reorganization of present staff assignments and/or additional staff. Battelle Memorial Institute of Columbus, Ohio, was chosen by the Executive Board of APLS in December, 1971 to conduct this review.	ALA Standards state that quality personnel must be assigned to major areas of library service AlaLA Standards call for bringing the State Agency to the extent and depth of quality called for in the ALA Standards	To identify and define the responsibility and authority of the State Agency.	Review the legislation creating the State Agency and study policies and plans as developed by the Executive Board.	FY73
				Put in writing the responsibility and authority of the State Agency in coordination with the Executive Board.	FY73
			To identify the number and type of personnel needed to carry out the responsibility and authority of the State Agency.	Review the duties and tasks of the staff, the state merit system job classification and conduct interviews with the staff.	FY73
				Identify needed positions and write job descriptions for each staff position in coordination with the Executive Board.	FY73

Title I - Strengthen the State Agency

GOAL: I-A To strengthen the State Agency so that it may fulfill its responsibilities and exercise the necessary leadership in statewide public library

Objectives	Present Status	Standard	Needs and Problems	Planned Actions	Initial Action
I-A-2 (Continued)			To organize the staff in the most effective and efficient way.	Revise the organizational chart into an organizational/functional chart that illustrates the duties, tasks and lines of authority for each position.	FY73
				Prepare recommendations on revised policies and procedures for staffing.	FY73

Title I - Strengthen the State Agency

GOAL: I-A To strengthen the State Agency so that it may fulfill its responsibilities and exercise the necessary leadership in statewide public library development.

Objectives	Present Status	Standard	Needs and Problems	Planned Actions	Initial Action
I-A-3 To spend the first year in improvingthe criteria and procedures to be used in implementing the long-range program for the state, in setting year-by-year objectives, refining priorities, and analyzing recommendations from the various library studies.	Present criteria consists of sets of broad, general standards. For example, ALA Standards, state and federal legislation. Librarians emphasize different standards and have varying interpretations of the standards depending upon local conditions and interpretations of needs. Comprehensive library goals and objectives, representing the views of all types and levels of librarians and lay people, do not exist. There are no formal procedures for accepting, analyzing, and acting upon the views and recommendations of librarians and lay people beyond personal conferences, workshops and institutes.	ALA Standards require the State Agency to plan for all types of libraries.	To continue to increase the involvement of academic, special and public librarians and lay people in the APLS planning process. To understand the needs, desires, and aspirations of library users and non-users.	Hold additional workshops and conferences to identify criteria and develop procedures. These criteria and procedures will be used as input to revising planning manuals. Refine the goals and objectives in the 5-year program through a formal goals and objectives process. This process will seek participation from all types of librarians and lay people. Review and analyze the findings and recommendations of current studies. Conduct additional user and non-user studies.	FY73 FY73 FY73 FY73

Title I - Strengthen the State Agency

GOAL: I-A To strengthen the State Agency so that it may fulfill its responsibilities and exercise the necessary leadership in statewide public library development.

Objectives	Present Status	Standard	Needs and Problems	Planned Actions	Initial Action
I-A-4 To enhance the staff development program of the State Agency	Presently employed are 12 professional staff members, 10 with library degrees. In addition there is a federal programs officer and a business manager. The remaining 17 are supportive staff. The staff is departmentalized as: Headquarters Field Services/Extension Technical Processes Business Office.8	ALA Standards call for the State Agency staff to meet the highest professional standards or have education pertinent to staff responsibilities.	To provide sufficient professional and supportive staff to fulfill the duties and responsibilities of the Agency. To fill professional library positions at the State Agency with persons holding graduate library degress and who have appropriate experience and technical qualifications. To enhance in-service and on-the-job training programs at the State Agency.	Establish regular staff meetings and conferences to encourage staff participation in management. Form staff committees as a means of supervisory training and development of professional and supportive staff.	FY73 FY73

8. See Appendix E: APLS Organizational/Functional Chart

Title I - Strengthen the State Agency

GOAL: I-A To strengthen the State Agency so that it may fulfill its responsibilities and exercise the necessary leadership in statewide public brary development.

Objectives	Present Status	Standard	Needs and Problems	Planned Actions	Initial Action
I-A-5 To improve and expand the State Agency headquarters' collections to support reference and reader advisory needs of libraries and to meet the needs of other state departments and offices.	Collection is deficient in reference, non-fiction and non-book materials. The present non-book materials consist of a limited quantity of framed art prints, films and filmstrips.	ALA Standards emphasize the State Agency's leadership role in maintaining and improving total library resources.	To increase the reference non-fiction and non-book materials (films, filmstrips, etc.) To encourage and support the expanded services of libraries and to fellow state agencies.	To include these needs in the budget request to the State Legislature.	FY73
			To increase the State Agency's Alabama Collection by acquiring more books, framed art prints, various art forms and recordings of Alabama artists.	To purchase materials, based upon state appropriation.	FY74
			To determine the current information and book needs of other state agencies that best can be met by the State Agency.	To determine the current information and book needs of other state agencies that best can be met by the State Agency.	FY74
			To provide assistance to other state agencies in book selection.	To provide assistance to other state agencies in book selection.	FY74

TITLE I - System Development

GOAL: I-B To make every locality within the state part of a coordinated library so that every citizen has access to the total library resources of the state.

Objectives	Present Status	Standard	Needs and Problems	Planned Actions	Initial Action
I-B-1 To extend and/or improve library service in Alabama.	20 systems with 85 member libraries in 36 counties.9	ALA Standards call for the promotion of library systems and the structuring of coordinated library service.	Some systems weak in leadership, little financial support at local level, programs not well planned or developed, land area too big to be served by existing facilities and population too varied (ethnic groups, poverty pockets, etc.) to be served adequately with the present program.	Increased local support from city, county and state sources.	FY74
				Professional librarians to head staff or be added to existing staff.	FY75
				In-service training at local and state level.	FY73-FY77
				Provide access to improved collections.	FY74
				Mobile units (bookmobiles, delivery vans, teaching labs, etc.) where feasible.	FY74
	67 libraries not in systems.	ALA Standards and Standards for Alabama Libraries by AlaLA call for improved service through affiliation with library systems.	These are primarily small town libraries headed by untrained community librarians and, often, no supportive staff. Their collections duplicate that of other community libraries and there is little inter-library cooperation. Financial support is woefully inadequate.	Work with the librarians, trustees, governmental units and local citizens to create a climate of acceptance for a coordination of service.	FY73-FY77
				Draw these libraries into existing or new systems.	FY73

9. See Appendix A: Status of Public Library Service in Alabama, January 1970.

TITLE I - System Development

GOAL: I-B To make every locality within the state part of a coordinated library so that every citizen has access to the total library resources of the state.

Objectives	Present Status	Standard	Needs and Problems	Planned Actions	Initial Action
I-B-2 To attempt to establish public library service in the single county where no such service currently exists.	Limited interest in library service because of poverty, illiteracy and lack of knowledge of what library service can mean to Lowndes County. Lowndes County is number one in rural counties ranked according to degree of poverty and literacy.* 57.8% severity of poverty in Lowndes County as related to the national standard of 22.6%. *Community Profiles 1966	ALA Standards call for the State Agency to exercise leadership in establishing library service. State of Alabama 1940 Code Title 55	Interpret the services of a public library. 77.9% of population is non-white. Lack of leadership. Absentee ownership of property. No population center. State Agency must devise a plan for an effort-ability index. Work with Sub-State Planning District 5 in attempting to provide library service to Lowndes County which is a member of that district.	The State Agency will plan how to reach the population through the Adult Basic Education Department, Department of Pensions and Security and other departments or agencies working in this county to reach the people. In cooperation with the Alabama Library Association, the State Agency will devise and implement an effort/ability assistance program. Contact the Program Officer for Sub-State Planning District 5 for discussion of library service in Lowndes County.	FY74 FY74 FY74

TITLE I - System Development

GOAL: I-B To make every locality within the state part of a coordinated library so that every citizen has access to the total library resources of the state.

Objectives	Present Status	Standard	Needs and Problems	Planned Actions	Initial Action
I-B-3 To expand single and multi-county systems to permit total participation of all counties to lead ultimately to system boundaries approaching those of the Alabama Development Office Sub-districts. 10	20 systems embracing 36 counties and 67 libraries not in systems. Executive Order Number 15, issued by the Governor, sets up sub-state planning districts based on social, economic and physical characteristics.	ALA Standards call for an orderly development of library services toward coordination of library activities. AlaLA Standards call for grouping together for better service.	Limited tax base. Present per capita support. Limited effectiveness due to duplication of tasks. Social and economic compatibility among counties. Lack of vision on the part of trustees to understand the role of the public library as an institution today.	Series of workshops and conferences with administrators of single and multi-county systems, libraries not in systems, ADO sub-state executive directors, academic librarians and trustees to lead them to explore the advantages to be gained from combining into a new pattern of regions. Work toward the new system development on the ADO sub-state districts. Planned acquisitions in subject matter fields. Work with sub-state planning officers to include libraries in their overall programs. Fund the Alabama-Tombigbee Rivers Planning and Development Commission library project.	FY73 FY75 FY75 FY75 FY73

10. See Apendix F: State of Alabama State Planning and Development Districts.

TITLE I - System Development

GOAL: I-B To make every locality within the state part of a coordinated library so that every citizen has access to the total library resources of the state.

Objectives	Present Status	Standard	Needs and Problems	Planned Actions	Initial Action
I-B-1 Alternative: To combine existing single county and multi-county systems, as well as adjacent counties not in systems, to form larger regions.	20 systems in 36 counties and 67 libraries not in systems.	ALA Standards call for development of services toward co-ordination of library activities. AlaLA Standards call for grouping libraries together for better service	In the event that grouping systems together on ADO sub-state district lines should prove unwise, the State Agency would need to combine compatible systems into regions with adjacent counties not in systems joining them.	Administrators of the systems most likely to join into regions would with the parties concerned, develop a planned course of action. Regions would be created with the assistance of the State Agency. Addition of Bibb County to an adjacent region.	FY75 FY77 FY73

TITLE I - System Development

GOAL: I-B To make every locality within the state part of a coordinated library so that every citizen has access to the total library resources of the state.

Objectives	Present Status	Standard	Needs and Problems	Planned Actions	Initial Action
I-B-5 To develop a special project in the form of a demonstration of a new system, coordinating library services in a geographic area.	No interstate system currently exists in Alabama. Planning conferences are continuing to be held between sub-state districts in Alabama and Georgia leading to coordinated services. A site has been purchased for a library building. Some local funds are also available. Present private library is inadequate. There is no Interstate Library Compact in Alabama.	ALA Standards say the State Agency should exert leadership to effect exchange of information and materials through networks.	To develop a specific plan for coordinated services and facilities and/or alternatives in a time frame. To work with adjacent Alabama library systems in search of cooperative agreements and assistance. To recognize the inequality of financial effort and ability of Alabama counties involved. To secure an Interstate Library Compact.	Identify community needs as related to library services. Develop a plan for coordinated library services. Review the library survey with the sub-state planning districts and regional library systems as well as other public libraries. Devise and implement an equalization grant based on an effort/ability index in cooperation with the Alabama Library Association. Secure an Interstate Library Compact.	FY73 FY74 FY75 FY76 FY73

Title I - Library Education

GOAL: I-C To provide public librarians in Alabama with a quality education at the professional and supportive level that will prepare them to perform their duties in such a manner as to meet the highest established professional standards for librarianship.

Objectives	Present Status	Standard	Needs and Problems	Planned Actions	Initial Action
I-C-1 To promote plans for and participate in the implementation of public library education in the fields of recruitment, training and certification.	The State Agency has worked actively over the years with local libraries in recruiting librarians and supportive staff, holding workshops and institutes for training and cooperating with the Alabama Library Association in attempts to secure certification.	ALA Standards call for the State Agency to provide personnel by recruitment, promote continuing education and calls for the certification and professional staff to be mandatory. AlaLA Standards says that the State Agency should strengthen service through standards and regulations.	To continue recruitment in conjunction with the state's library schools, Alabama Library Association and other concerned agencies.	Develop more effective ways to reach the prospective librarians perhaps through Career Days, guidance, counseling, public media, etc. Continue the State Agency scholarship program and encourage the Alabama Library Association to continue their program. Continue work with the Certification Committee of the Alabama Library Association to achieve certification for librarians, perhaps using Career Ladder idea. Continue working with the state's library schools in the area of curricula, workshops, institutes, etc.	FY74 FY73 FY73 FY73

Title I - Library Education

GOAL: I-C To provide public librarians in Alabama with a quality education at the professional and supportive level that will prepare them to perform their duties in such a manner as to meet the highest established professional standards for librarianship.

Objectives	Present Status	Standard	Needs and Problems	Planned Actions	Initial Action
I-C-2 To provide librarians with training in management, administration, service to special groups and to the institutionalized.	Workshops and institutes have not covered these specific areas in recent years.	ALA Standards emphasize guidance in specific aspects of library service.	To learn of instate and out-of-state workshops and training sessions for these special aspects of library service.	Encourage librarians to attend these training sessions through financial aid from the State Agency.	FY74
			To assist our state's library schools in planning workshops in these areas.	Encourage administrators to attend the Management Institute to be held at the University of Alabama and any other workshops or institutes which meet our objective.	FY73

Title I - Library Education

GOAL: I-C To provide public librarians in Alabama with a quality education at the professional and supportive level that will prepare them to perform their duties in such a manner as to meet the highest established professional standards for librarianship.

Objectives	Present Status	Standard	Needs and Problems	Planned Actions	Initial Action
I-C-3 To obtain a salary scale commensurate with responsibilities, education and experience.	Public librarians earn an average of $4,900 annually while the annual salary of a public school librarian is $7,500. Lack of financial support and lack of statewide standards of certification currently prevent most librarians from receiving a living wage.	ALA Standards call for an equitable pay scale based on a position classification plan.	To develop in cooperation with the Alabama Library Association a salary scale based on clearly defined job classifications.	Compare salaries of those in comparable occupations with comparable experience to determine an equitable pay scale. Set up an appropriate salary scale in cooperation with the Alabama Library Association. Secure state and local funds for the increased salary scale.	FY73 FY73 FY73

Title I - Library Education

GOAL: I-C To provide public librarians in Alabama with a quality education at the professional and supportive level that will prepare them to perform their duties in such a manner as to meet the highest established professional standards for librarianship.

Objectives	Present Status	Standard	Needs and Problems	Planned Actions	Initial Action
I-C-1 To devise a system of retirement and fringe benefits similar to those of other employees in comparable positions.	Alabama has no retirement plans and no fringe benefits for its small community librarians. Some of the larger systems have retirement plans and fringe benefits.	ALA Standards call for retirement and specified fringe benefits.	To work with the Alabama Library Association and others concerned with this problem to set up a statewide retirement plan with fringe benefits.	Gather data already in existence about retirement plans for Alabama librarians. Devise a statewide retirement policy and additional benefits.	FY73 FY74

Title I - Library Education

GOAL: I-C To provide public librarians in Alabama with a quality education at the professional and supportive level that will prepare them to perform their duties in such a manner as to meet the highest established professional standards for librarianship.

Objectives	Present Status	Standard	Needs and Problems	Planned Actions	Initial Action
I-C-5 To develop a more active division of Trustees and Friends of the Library at the state and local level.	The trustees over the state are fairly active though there are still some libraries where their support is not fully felt. Librarians are beginning to understand the usefulness of a vital Friends group and are working on their organization. Librarians are now beginning to realize the value of the layman (Trustee or Friend) as an important decision maker in Alabama.	ALA Standards say the State Agency should promote and provide a program of continuing education for trustees.	To build the interest and support of trustees and Friends especially in the underexposed areas of the state. To assist in organizing Friends of the Library, especially at the local level. To organize a young peoples' Friends of the Library. To acquaint trustees and other decision makers with sub-state planning districts.	Assist in coordinating workshops for the AlaLA Division of Trustees and Friends of the Library. Encourage the local libraries to form Friends groups, perhaps by having an active Friend from a nearby library come and give advice. Attract pre-teens and teenagers to the library as helpers - this will create the nucleus of a Young People's Friends group who will ultimately become Adult Friends	FY73 FY73 FY73

Title I - Service to the Blind and Physically Handicapped

GOAL: I-D To assist in extending and improving library service to the blind and physically handicapped to meet their particular needs.

Objectives	Present Status	Standard	Needs and Problems	Planned Actions	Initial Action
I-D-1 To assist the Regional Library for the Blind and Physically Handicapped to locate, identify and serve the blind and physically hardicapped	The State Agency contracts with the Alabama Institute for the Deaf and Blind, the Department of Adult Blind and Deaf, to extend library service to the blind and physically handicapped of Alabama. There are about 12,000 legally blind residents in Alabama of which about 5,000 have been identified and are being served. There are about 36,000 physically handicapped Alabamians.11 Public libraries are, for the most part, doing all they know to do and all they can do with their present staff to locate and serve the blind and physically handicapped. Equipment to serve the blind and physically handicapped is presently provided by the Library of Congress.	ALA Standards say that there should be a full range of reading materials for the blind and physically handicapped. AlaLA Standards call for providing material for the blind and physically handicapped and readers service to the blind.	To help the Regional Library set up a program to locate and identify the blind and physically handicapped at the state and local level. To examine existing programs of public library service and assess their value. To inform the public of services available to the blind and physically handicapped through the Regional Library for the Blind and Physically Handicapped or their local public library. Help the Regional Library identify the special equipment needed to carry out this program.	Secure a consultant at the State Agency to supervise service to state institutions at the regional, state and local level. To devise new programs based upon research and analysis. Cooperate with other agencies also serving the blind and physically handicapped to locate, identify and serve these special patrons. Rely on the Library of Congress for continued provision of this special equipment.	FY73 FY74 FY73 FY73

11. See Appendix for details on Blind and Physically Handicapped.

Title I- Service to the Blind and Physically Handicapped

GOAL: I-D To assist in extending and improving library service to the blind and physically handicapped to meet their particular needs.

Objectives	Present Status	Standard	Needs and Problems	Planned Actions	Initial Action
I-D-2 To assist in securing adequate facilities for the Regional Library for the Blind and Physically Handicapped so that they may efficiently continue their services and their supervisory responsibilities.	The present facilities of the Regional Library are completely unsuitable.	ALA Standards say that there should be within each state one or more centers where material for the blind may be stored.	To help determine what facilities are needed for the Regional Library for the Blind and Physically Handicapped	Assist the Regional Library to explore the possibility of coordination of services and facilities of the Regional Library with the Talladega Public Library. Assist the Regional Library for the Blind and Physically Handicapped in planning, funding and developing facilities.	FY73 FY75

Title I - Service to the Blind and Physically Handicapped

GOAL I-D To assist in extending and improving library service to the blind and physically handicapped to meet their particular needs.

Objectives	Present Status	Standard	Needs and Problems	Planned Actions	Initial Action
I-D-3 To ask that a plan for Vision Center development be included in the long-range program submitted by the Regional Library which is written in cooperation with the State Agency	There are presently 4 Vision Centers in the state located at Anniston, Birmingham, Dothan and Huntsville. 12	ALA Standards say resources must be available within or near each state and should include a full range of reading material for the blind and handicapped.	To assist the Regional Library in determining where future Vision Centers or deposit collections should be located. To assist the Regional Library in planning and implementing the establishment of new Vision Centers, perhaps through Establishment Grants. Better interpretation of the role of the traditional library as related to the Regional Library for the Blind and Physically Handicapped.	Work with the Regional Library to complete the manual for Vision Centers which sets forth eligibility requirements for a Vision Center. Assist public librarians to determine what is needed based on the eligibility requirements stated in the Vision Center manual. Implement the establishment of a Vision Center or deposit collection in cooperation with the Regional Library. Participate in a program of interpretation and coordinated planning.	FY73 FY73 FY73 FY73

12. See Appendix A: Status of Public Library Service in Alabama, January 1970.

TITLE I - Service to the Institutionalized

GOAL: I-E To cooperate with state and locally supported institutions to assist them in the development of library service within that institutions' program for treatment and rehabilitation.

Objectives	Present Status	Standard	Needs and Problems	Planned Actions	Initial Action
I-E-1 To cooperate with other appropriate departments and agencies to assist in the structure of a plan for service to other institutions on the state and local level.	The State Agency currently serves several state institutions including Searcy Mental Hospital, Tutwiler State Prison for Women, Mt. Meigs Industrial School, Special Technical Facility for the Deaf, etc. Local libraries reach out to serve local nursing homes, jails, retirement homes, etc. as far as staff and finances permit. There are an estimated total of 42,740 persons institutionalized in Alabama. 13	ALA Standards say the State Agency and the state officials responsible for health and welfare programs should work together. The library program should be an integral part of the treatment and rehabilitation program in state institutions.	To implement a state and local program of service to other types of institutions in cooperation with the appropriate state or local department or agency. To serve as a supportive agency to library programs of the state and local institutions.	Help to implement a program of service with the local librarian, the State Agency and the state and locally supported institutions of Alabama. Continue the existing programs of service at state and local institutions. Provide circulating materials. Assist the State Board of Corrections in structuring and implementing a plan for library service to the state's penal institutions.	FY74 FY73 FY73 FY73-77

13. See Appendix G for a breakdown of the number of institutionalized persons by type of institutions.

TITLE I - Service to the Disadvantaged

GOAL : I-F To establish, extend and improve library service to the disadvantaged in urban and rural areas.

Objectives	Present Status	Standard	Needs and Problems	Planned Actions	Initial Action
I-F-1 To carry on existing special programs of service to the disadvantaged and initiate programs of suitable service to the areas of regional and national priorities.	The State Agency is currently extending service to the Model Cities program in metropolitan Huntsville and rural Talladega, a metro area of Birmingham, a migrant camp in north central Alabama and is working cooperatively with the University of Alabama to serve a section of Tuscaloosa known as Soul City. Local libraries are continuing to innovate ways of reaching the non-users, the illiterates, the drop-outs and the rural and urban disadvantaged in their area. 1970 Census figures show there are over 162,000 families and over 179,000 unrelated individuals with incomes less than $3,000 per year. Some 282,000 individuals are receiving public assistance income.*	ALA Standards stress that every resident should have access to the total library resources of the state.	To examine the existing programs and assess their value. If they are not meeting present standards, they must be dropped and another service initiated which will get the job done. To determine projects best designed to serve the greatest number of urban and rural disadvantaged.	Continue the existing programs if evaluation proves their worth. Fund a disadvantaged metro area project. Fund a migrant project. Fund a disadvantaged non-rural county project.	FY73 FY73 FY73 FY73

*See Appendix H for details on the disadvantaged population.

TITLE I - Service to the Disadvantaged

GOAL: I-F To establish, extend and improve library service to the disadvantaged in urban and rural areas.

Objectives	Present Status	Standard	Needs and Problems	Planned Actions	Initial Action
I-F-2 To cooperate with Division of Adult Basic Education, State Department of Education, in their programs for the disadvantaged.	Constant communication and extreme good will have existed between the State Agency and ABE of the State Department of Education. Several bibliographies have been designed for use by the Agency and by ABE. ABE classes are held in libraries in many locations of the state. The Agency has been named by the funding agent, Morehead State University, to participate in an Adult Basic Education-Appalachian Region Commission library project in Birmingham,.	ALA Standards say the State Agency should take the initative marshalling qualified individuals, groups and agencies to engage in overall planning.	To immediately select a director and library assistants for the Birmingham project. To continue to work with ABE in all areas of the state but particularly in sub-state planning district 6.	Coordinate the Birmingham Project with the local public library and Morehead State University in Kentucky. Continue bibliographies, book selection, exchange of information, etc., with ABE.	FY73 FY73

TITLE I - Service to the Disadvantaged

GOAL: I-F To establish, extend and improve library service to the disadvantaged in urban and rural areas.

Objectives	Present Status	Standard	Needs and Problems	Planned Actions	Initial Action
I-F-3 To disseminate information and/or provide workshops on serving the disadvantaged so that our librarians, trustees and Friends of the Library will more clearly see the need and value of their service and assist in improving it.	Librarians, trustees, and Friends are only generally aware of what is being done over the state. No workshops, institutes or continuing dissemination of information on service to the disadvantaged is being carried on at this time.	ALA Standards say the State Agency has the responsibility to interpret library needs.	To plan for an interchange of information and service to the disadvantaged so that failure will not be duplicated and our limited finances wasted.	Through some form of written communication, keep concerned parties informed of projects being carried out over the state for the disadvantaged.	FY73
			To keep the librarians, trustees and Friends constantly aware of needs and problems in serving the disadvantaged.	Hold institutes and/or workshops for concerned parties on the why and how of service to the disadvantaged.	FY75
			To see outstanding programs in other states.	Develop a visual program to interpret special library services.	FY73
				Provide the opportunity for qualifying librarians to visit other states with outstanding programs.	FY73

TITLE I - Administrative Procedures

GOAL: I-G To provide professional, efficient and adequate administration by the State Agency of the Long-Range Program and the Annual Programs.

Objectives	Present Status	Standard	Needs and Problems	Planned Actions	Initial Action
I-G-1 To improve the maintenance of fiscal and statistical data necessary for auditing and procedures at the state and local level.	Financial and statistical data is collected monthly and annually by the State Agency.	ALA Standards say the State Agency should gather, compile, interpret, publish and disseminate annual statistics on ...libraries in the state, including the State Agency.	To be sure the data collected is done so with the frequency and accuracy required for complete reporting.	Check periodically on the input of data from the libraries and the State Agency.	1 /3

Title I - Administrative Procedures

GOAL: I-G To provide professional, efficient and adequate administration by the State Agency of the Long-Range Program and the Annual Programs.

Objectives	Present Status	Standard	Needs and Problems	Planned Actions	Initial Action
I-G-2 To continue to offer assistance to our libraries for programming and for fiscal management.	Quite limited services are now offered to libraries because of a limited extension staff.	ALA Standards say the State Agency must make provisions for consultants sufficient in number to stimulate all libraries to develop their full potential.	To step up the assistance to the state's libraries as many of the librarians are untrained. To provide sufficient advisory service to our libraries for help in their planning and fiscal management.	Provide area librarians or some similar method of aiding our libraries Arrange for assistance in various areas of library service to be available for planning programs and helping libraries develop fiscal procedures.	FY74 FY74

Title I - Administrative Procedures

GOAL: I-G To provide professional, efficient and adequate administration by the State Agency of the Long-Range Program and the Annual Programs.

Objectives	Present Status	Standard	Needs and Problems	Planned Actions	Initial Action
I-G-3 To further our public relations program and continue to include all media.	The public relations program at the state and local levels have now acquainted the news media with library activities and prepared them to expect more newsworthy stories.	ALA Standards say that the State Agency should provide professional public relations leadership... to inform the entire public of the services and needs of the total library complex of the state.	To continue to develop good public relations through use of all types of media.	Accelerate the present plan of public relations.	FY73
			To make a special effort to reach and inform the non-users, the illiterates, the drop-outs and those otherwise isolated from library service.	Plan and implement some type of public relations program to reach these special groups.	FY73

Title I - Administrative Procedures

GOAL: I-G To provide professional, efficient and adequate administration by the State Agency of the Long-Range Program and the annual programs.

Objectives	Present Status	Standard	Needs and Problems	Planned Actions	Initial Action
I-G-4 To increase public awareness of the potentials of library services available to government, to business and to industry at the local and the state level.	The State Agency serves as a resource for public programs, preparing of brochures and bibliographies for workshops and institutes of other agencies but beyond this only limited reference is offered.	ALA Standards say that State Agencies should provide professional public relations leadership to inform the entire public of the services and needs of the total library complex of the state.	To inform those at the decision making level thus making them more concious of their responsibility to avail themselves of existing resources. To plan and implement a concise program for contact with and service to business and industry with special attention to the small business.	Make the public library revelant to the special needs of business and industry and of the services libraries can offer at the state and local level. Devise a specific plan to provide information and service to such organizations and agencies as the Small Business Administration, Adult Basic Adult Education, etc.	FY73 FY73

TITLE I - Developmental Services

GOAL: I-H To provide equitable and efficient assistance to public libraries.

Objectives	Present Status	Standard	Needs and Problems	Planned Actions	Initial Action
I-H-1 To provide assistance in the technical processes to the public libraries of the State.	There is no centralized technical processing in the State.	A&A Standards state that the State Agency has the responsibility to advance technical services through centralized facilities.	To investigate commercialized book processing as it relates to the needs and financial abilities of our libraries.	Provide technical services to public libraries. Continue to make available technical resources to public libraries.	FY74 FY74

TITLE I - Developmental Services

GOAL: I-H To provide equitable and efficient assistance to public libraries.

Objectives	Present Status	Standard	Needs and Problems	Planned Actions	Initial Action
I-H-2 To provide incentive and assistance in upgrading facilities of libraries not qualifying for construction grants.	Where 100% local funding for new and expanded buildings is provided, the State Agency recognizes this initiative by providing a sum of money to buy furniture and equipment.	ALA Standards state that federal funding should be a regular and continuing part of library development.	To extend the ability of libraries toward adequacy by providing them financial assistance.	Provide funds in the form of Equipment Grants. Provide financial assistance to systems so they may more nearly meet the needs of the community.	FY73 FY73

Title I - Developmental Services
GO/ I-H To provide equitable and efficient assistance to public libraries.

Objectives	Present Status	Standard	Needs and Problems	Planned Actions	Initial Action
I-H-3 To make it possible for libraries to meet regional and national priorities by supplementing local funds.	Current funding from all governmental levels is not sufficient for libraries to serve an increased clientele requiring specialized materials.	ALA Standards state federal funds should be a regular and continuing part of the financial support for library development.	To provide libraries with an additional source of revenue to enable them to meet their increased responsibilities. To devise some type of effort/ability index to alleviate the financial inequality among the counties in cooperation with the public librarians, the State Advisory Council, the Alabama Library Association and the Director of State Planning.	Arrive at a formula for an effort/ability index. Provide funds to the Regional Resource Center.	FY73 FY73

TITLE I - Developmental Services.

GOAL: I-H To provide equitable and efficient assistance to public libraries.

Objectives	Present Status	Standard	Needs and Problems	Planned Actions	Initial Action
I-H-4 To provide an In-WATS service at the State Agency.	No In-WATS service at the State Agency.	ALA Standard state that communication systems among libraries will facilitate location of needed information and resources.	To provide some relatively inexpensive and rapid means of communication between libraries and the State Agency.	Put an In-WATS system into operation. 14.	FY74

14. See Appendix I: Preliminary Findings of the Communications Study.

Title I - Developmental Services

GOAL: I-H To provide equitable and efficient assistance to public libraries.

Objectives	Present Status	Standard	Needs and Problems	Planned Actions	Initial Action
I-H-5 To assist the Alabama Library Association to accelerate its plan to expand the program of Alabama's libraries, their services and their needs.	The Alabama Library Association has special committees working on accreditation, certification, interpretation and the library services available. These committees expect to coordinate their efforts with the work of the consultant firm making a study of Alabama libraries.	ALA Standards say that the State Agency should share in the direct cost for library services and facilities.	To inform lay citizens, library boards, trustees and others of the increased demands for service in public libraries. To realize that because of the low per capita income and low tax base some counties are unable to support increased quality service. To coordinate plans and actions with State Planning Office and the Coucils of Sub-state Planning Districts.	Hold trustee area workshops. Help secure local sponsors for public relations programs for libraries. Acquaint Alabamians with the possibilities of improved library service in the state. Some formula for alleviating the financial inequality in the state by supplementing the local funds of such areas with State Aid. Cooperate with the State Affairs Committee, Alabama Library Association in attainment of their objectives as approved by the Association's Executive Council. Develop a program of public awareness as to the important role and services of the library in the community and/or within the academic framework.	FY73 FY73 FY73 FY73 FY73

Title I - Developmental Services

GOAL: I-H To provide equitable and efficient assistance to public libraries.

Objectives	Present Status	Standard	Needs and Problems	Planned Actions	Initial Action
I-H-6 To analyze and evaluate present bookmobile service.	All present systems have bookmobile service but is a limited and sometimes ineffectual service. Libraries not in systems have no bookmobile services. A bookmobile survey has been completed by a library media student at Alabama A & M.	ALA Standards say that provision to unserved locations should encourage local support through bookmobile service survey.	To differentiate between bookmobile service as library service rather than delivery service. To analyze data from the just completed bookmobile survey.	Staff bookmobiles with a trained librarian. Take other actions indicated by needs expressed in the bookmobile survey.	FY74 FY74

Title I - Developmental Services

GOAL: I-H To provide equitable and efficient assistance to public libraries.

Objectives	Present Status	Standard	Needs and Problems	Planned Actions	Initial Action
I-H-7 To provide a Resource file for use by public libraries.	There is no such file presently in existence except a limited one at the State Agency.	AlaLA Standards call for the Agency to coordinate the various public library resources to furnish information about library resources within the state.	To keep the citizens of Alabama aware of the needs and potentials of libraries and of how they can help libraries achieve the national, regional, and local goals. To involve the lay people of the state, who are staunch supporters of the library, in an overall effort to inform the public of the uses of their library.	Develop, at the State Agency, a listing of library oriented people from all over the state who might serve as speakers to explain such needs as a statewide referendum; local millage requirements; help establish Friends of the Library; assist at workshops and institutes at the state and local level; advise on legislative matters; and generally serve as "back-up" forces for the public libraries.	FY73

TITLE I - Developmental Services

GOAL: I-H To provide equitable and efficient assistance to public libraries.

Objective	Present Status	Standard	Needs and Problems	Planned Actions	Initial Action
I-H-8 To increase public awareness of the potential of library service.	The general public and, in many cases, members of local library boards, are not aware of the library services available or of the potential services. It appears that the level of local support is in proportion to the degree of public awareness. This in turn, affects the support given to the state library program by the State Legislature.	ALA Standards state that the State Agency is responsible for interpreting library service to government and to the public and for promoting a climate of public opinion favorable to library development.	To make the general public aware of the actual and potential value of library services.	Increase statewide public information.	FY73
				Design and make available to librarians library promotion programs that can be administered locally at minimum expense.	FY74
				Design a program to identify and meet some of the information needs of local business and industry that can be administered locally at minimum costs.	FY74
				Encourage and assist librarians to use locally administered promotional and service programs.	FY74
			To make local library boards more active.	Publish a library newsletter that emphasizes the role of local library boards.	FY74
				Conduct workshops for members of local boards through the field service activities.	FY73

Title I - Developmental Services

GOAL: I-H To provide equitable and efficient assistance to public libraries.

Objectives	Present Status	Standard	Needs and Problems	Planned Actions	Initial Action
I-H-9 To provide additional impetus to the continuation of existing projects through leadership.	Improve the ability of the State Agency to plan and assist libraries in meeting the demands of the long-range program and the annual program. The Study of Alabama Libraries is expected to offer additional directions through recommendations to the Executive Board and Alabama Public Library Service from its management review of the State Agency.	ALA Standards say that the State Agency must insure that library functions essential to each state are achieved along with personnel and facilities.	Special consultants in various areas of service additional field staff and other professional and supportive staff must be found if the State Agency is to provide professional, adequate and efficient administration.	To increase the ability of the State Agency to administer the long-range program and annual programs as projected by providing the personnel; funding, book collections, etc. as determined by the Study of Alabama Libraries.	FY74

Title II - Construction

GOAL: II-A To provide for all public libraries, buildings which are adequate, efficient, accessible to all (including the physically handicapped) designed for modern library services and architecturally an interpretation of today's library concept.

Objectives	Present Status	Standard	Needs and Problems	Planned Actions	Initial Action
II-A-1 To produce a long range plan for buildings and/or facilities for each of the states 12 planning and development districts that will provide for coordinated district wide facilities development. (See I-B System Development)	Approximately 100 new or renovated public library buildings since 1965. Some already too small; many local libraries and branches need quarters. Five existing systems need headquarters buildings. Regions to be developed will need headquarters buildings.	ALA Standards say buildings should be functional, flexible and inviting.	Develop a feasible building schedule for public libraries needing new facilities. Plan logical development of new library buildings based on long range plan. No state funds; insufficient local funds; uncertain LSCA support. Population changes and new local and interstate highways.	To define "community" to be served in terms of mofern traffice, trade and travel patterns. To develop an analysis of, and a plan for, building needs in each sub-state planning district. To consider other types of buildings (warehouses, computer centers, mailing distribution points, etc.) to provide direct service to users not at the library location.	FY74 FY74 FY74

Title II - Construction

GOAL: II-A To provide for all public libraries, buildings which are adequate, efficient, accessible to all (including the physically handicapped) designed for modern library services and architecturally an interpretation of today's library concept.

Objectives	Present Status	Standard	Needs and Problems	Planned Actions	Initial Action
II-A-2 To provide efficient quarters for the State Agency in keeping with the program of service.	APLS has 5,000 sq. ft. in Administrative Building. 1800 in 2 other buildings (Agency owned). Several studies relating to the role of the Agency are in progress.	ALA Standards say a State library should have all the qualities of a well-planned library which provides for space which its special functions require.	APLS building program based on long range plan. To establish a set of short- and mid-term operation and development objectives for the State Agency. To determine facility needs based on a review of objectives, responsibilities and duties. To design a facility that is functional and aesthetically satisfying and within the concept of the buildings in the capitol complex.	Establish objectives based upon management review (See Obj. I-A-2) Review the objectives with the Building Commission. Select an architect in conference with the Administration and the Building Commission. Construct the State Agency Building.	FY73 FY74 FY74 FY75

Title III - Interlibrary Cooperation

GOAL: III-A To prepare and implement a comprehensive plan for developing, coordinating, maintaining and improving the total library and information service of the state for all users.

Objectives	Present Status	Standard	Needs and Problems	Planned Actions	Initial Action
III-A-1 To develop and implement a program of planned communication for statewide reference and referral.	There is no statewide interlibrary network in Alabama. The Birmingham-Jefferson County Public Library has been designated as the Resource Center for public libraries. The Alabama Development Office Data Bank presently identifies business and industry information only for the location of new industry in the state. There are 84 institutions of higher learning in Alabama each with its own library and media facilities.[15] To date, 69 special libraries have been identified.	ALA Standards say that the State Agency has the responsibility to promote the network concept for the optimum use of resources.	To secure staff and space at Birmingham-Jefferson County Public Library for an inter-library network headquarters or Resource Center. To secure the cooperation of strategically located, well-stocked and well-staffed Access Centers. To arrive at a written agreement between the participating libraries and the Resource Center clearly detailing what each will agree to do. To begin work on a Union Catalog. To secure an In-WATS line for the State Agency so that it may participate in the interlibrary network.	Employ sufficient personnel at the Resource Center to begin operations. Install an In-WATS and an Out-WATS line for the Resource Center. Publicize the interlibrary network through the State Agency, the Resource Center and all public, academic and special libraries using a written agreement, the "personal touch", brochures, etc. Update and expand the Alabamiana bibliography to include the resources of all libraries. Implement the publication of a Union Catalog. Secure In-WATS for State Agency.	FY73 FY73 FY73 FY74 FY74 FY73

15. See Appendix J for map showing the location of institutions of higher education.

Title III - Interlibrary Cooperation

GOAL: III-A To prepare and implement a comprehensive plan for developing, coordinating, maintaining and improving the total library and information service of the state for all users.

Objectives	Present Status	Standard	Needs and Problems	Planned Actions	Initial Action
III-A-2 To provide access to state documents and to make them readily accessible.	There is no list of state documents now available in Alabama. The only depository of state documents is the Alabama Department of Archives and History. These documents are not readily available to the public.	ALA Standards say that the State Agency must exert leadership to effect an exchange of information and materials.	To identify published state documents and make this bibliography accessible to libraries and/or patrons. To make this bibliography also available from the Resource Center.	Secure sufficient staff to produce and distribute the list of publications Establish depositories for state documents at public libraries over the state (probably at the 14 libraries now with holdings of federal documents) as well as the Resource Center.	FY73 FY77

Title III - Interlibrary Cooperation

GOAL: III-A To prepare and implement a comprehensive plan for developing, coordinating, maintaining and improving the total library and information service of the state for all users.

Objectives	Present Status	Standard	Needs and Problems	Planned Actions	Initial Action
III-A-3 To secure through legislation an Interstate Library Compact to provide a contractural ability with other states.	There is no Interstate Library Compact.	ALA Standards should encourage and facilitate cooperative library services across state lines.	To secure an Interstate Library Compact, based on the model provided by the Council of State Governments. To cooperate with the Alabama Library Association in interpretation of the proposed legislation.	Review the examples of the Coucil of State Governments on the Interstate Library Compact. With the assistance of the State Attorney General's Office and Legislative Reference Service, the State Agency provide appropriate information to the Alabama Library Association and will cooperate with the appropriate committees of the Alabama Library Association to select a sponsor and co-sponsor in the legislature.	FY73 FY73

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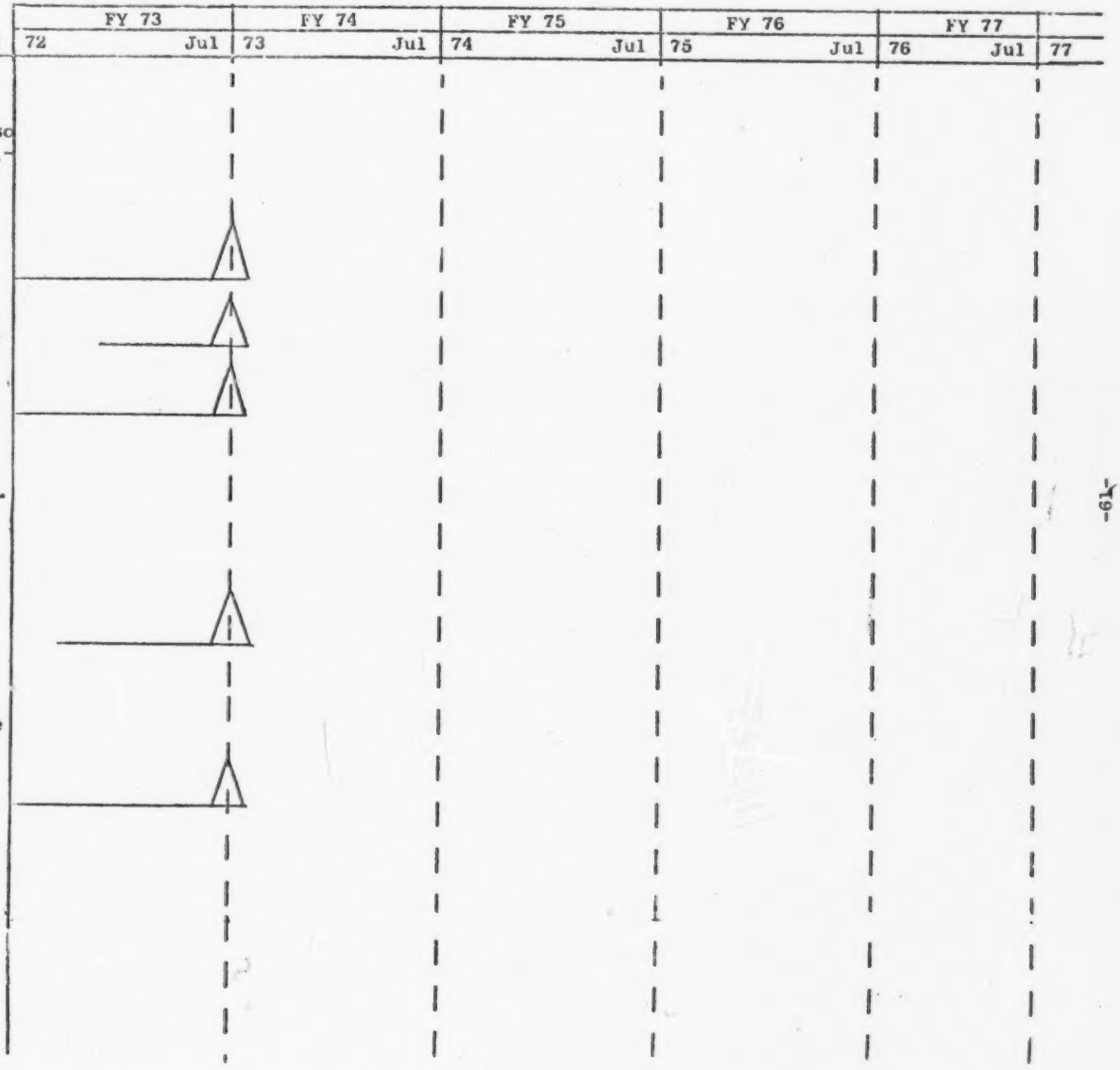
VI. Time Schedule for 5-year Program Objectives

The charts on the following pages are tables showing dates of initial (▲) or continuous (▷) action.

This presentation seems the best way to interpret action to those directly responsible and to the interested public. It is a graphic delineation of Section V Goals, Objectives and Planned Actions.

APLS 5-Year Program Objectives

VI SCHEDULE



TITLE I

Goal I-A: To strengthen the State Agency so that it may fulfill its responsibilities and exercise the necessary leadership in statewide public library development.

Obj I-A-1: To design a comprehensive statewide planning program.

Obj I-A-2: To have conducted a management review of the State Agency.

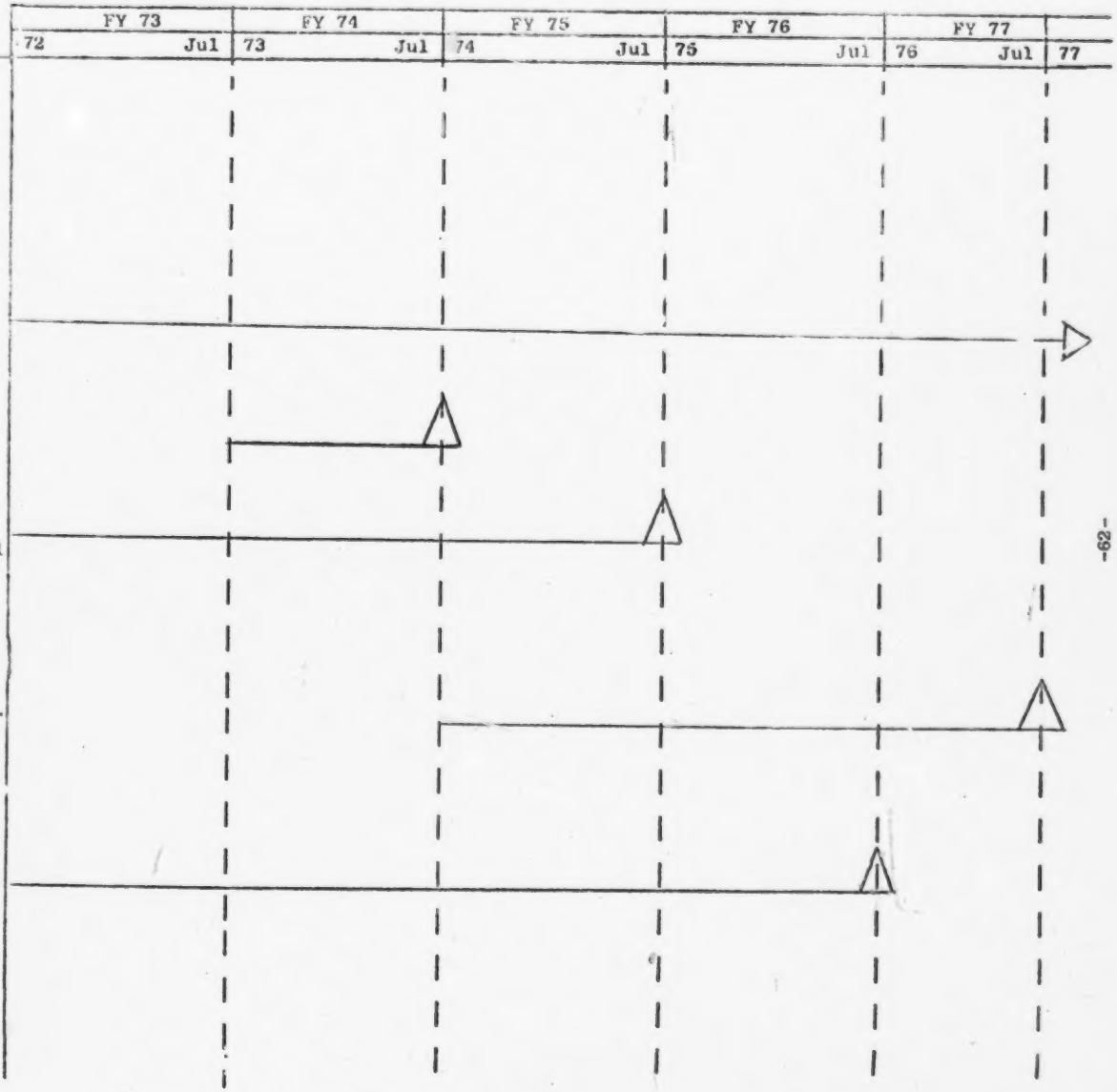
Obj I-A-3: To spend the first year in improving the criteria and procedures to be used in implementing the long-range program for the state, in setting year-by-year objectives, refining priorities, and analyzing recommendations from the various library studies.

Obj I-A-4: To enhance the staff development program of the State Agency.

Obj I-A-5: To improve and expand the State Agency headquarter's collections to support reference and reader advisory needs of libraries and to meet the needs of other state departments and offices.

APLS 5-Year Program Objectives

VI SCHEDULE



TITLE I

Goal I-B: To make every locality within the state part of a coordinated library so that every citizen has access to the total library resources of the state.

Obj. I-B-1: To extend and/or improve library service in Alabama.

Obj I-B-2: To attempt to establish public library service in single county where currently there is no service.

Obj I-B-3: To expand single and multi-county systems to permit total participation of all counties to lead ultimately to system boundaries approaching those of the Alabama Development Office Sub-districts.

Obj I-B-4: Alternative: To combine existing single county and multi-county systems, as well as adjacent counties not in systems, to form larger regions.

Obj I-B-5: To develop a special project in the form of a demonstration of a new system, coordinating library services in a geographic area.

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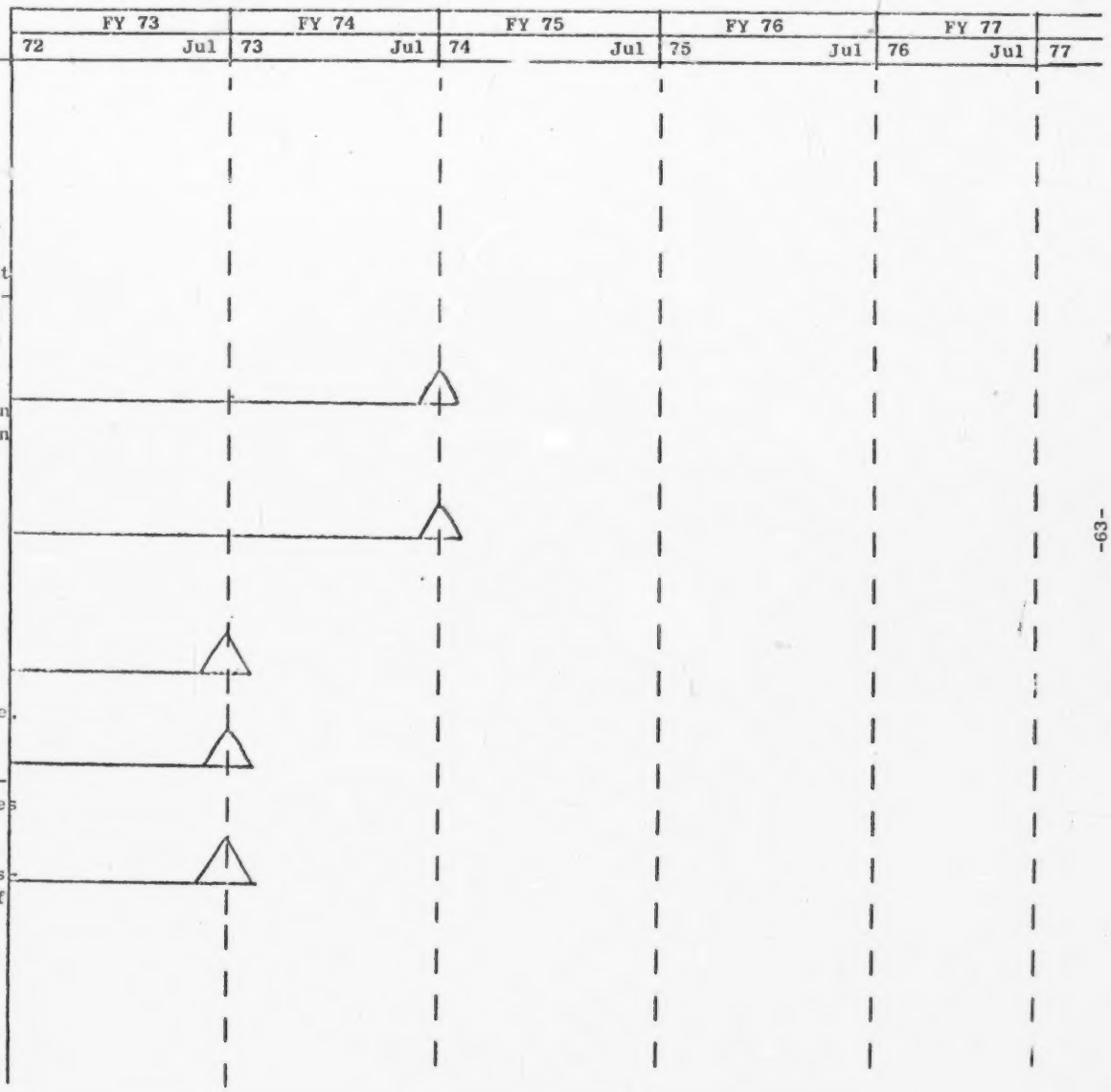
APLS 5-Year Program Objectives

VI SCHEDULE



TITLE I

Goal I-C: To provide public librarians in Alabama with a quality education at the professional and supportive level that will prepare them to perform their duties in such a manner as to meet the highest established professional standards for librarianship.

Obj I-C-1: To promote plans for an participate in the implementation of public library education in the fields of recruitment, training and certification.

Obj I-C-2: To provide librarians with training in management, administration, service to special groups and to the institutionalized.

Obj I-C-3: To obtain a salary scale commensurate with responsibilities, education and experience.

Obj I-C-4: To devise a system of retirement and fringe benefits similar to those of other employees in comparable positions.

Obj I-C-5: To develop a more active division of Trustees and Friends of the Library at the state and local level.

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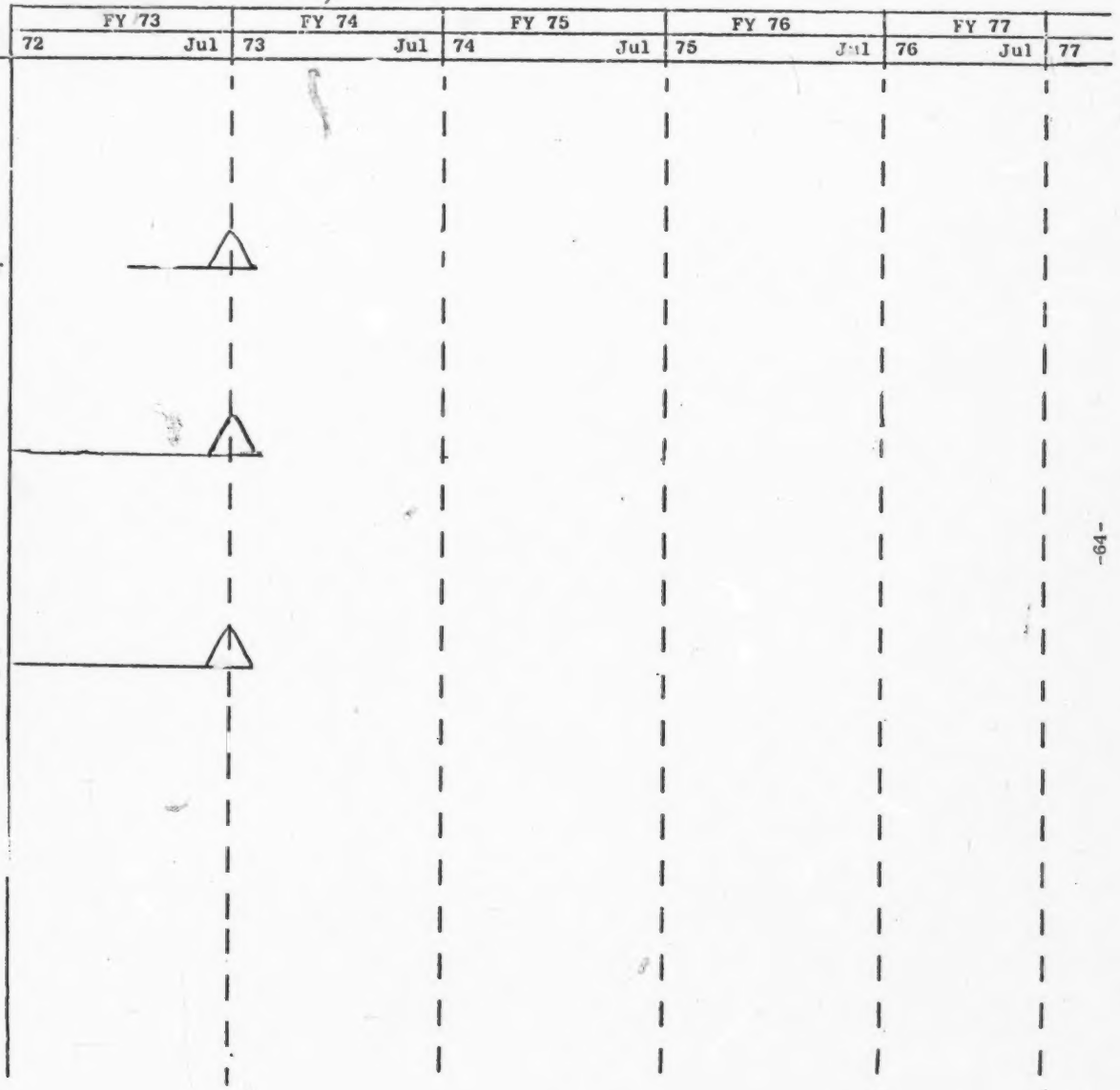
APLS 5-Year Program Objectives

VI SCHEDULE



TITLE I

Goal I-D: To assist in extending and improving library service to the blind and physically handicapped to meet their particular needs.

Obj I-D-1: To assist the Regional Library for the Blind and Physically Handicapped locate, identify and serve the blind and physically handicapped.

Obj I-D-2: To assist in securing adequate physical facilities for the Regional Library for the Blind and Physically Handicapped so that they may efficiently continue their services and their supervisory responsibilities.

Obj I-D-3: To ask that a plan for Vision Center development be included in the long-range program submitted by the Regional Library which is written in cooperation with the State Agency.

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APLS 5-Year Program Objectives

VI SCHEDULE

	FY 73		FY 74		FY 75		FY 76		FY 77	
	Jul 72	Jul	73	Jul	74	Jul	75	Jul	76	Jul 77
TITLE I										
Goal I-E: To cooperate with state and locally supported institutions to assist them in the development of library service within that institution's program for treatment and rehabilitation.										
Obj I-E-1: To cooperate with other appropriate departments and agencies to assist in the structure of a plan for service to other institutions on the state and local level:	△									

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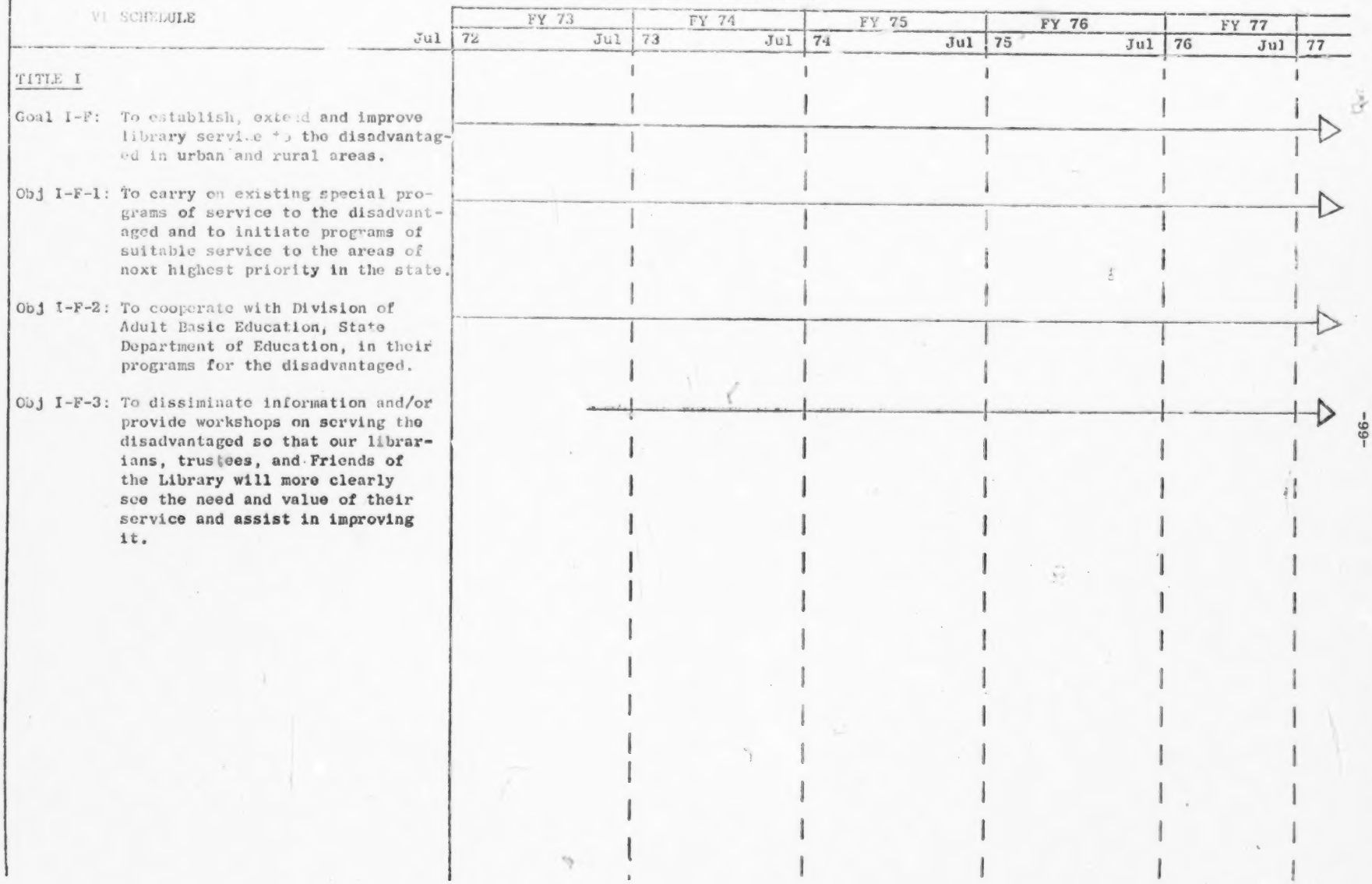
APLS 5-Year Program Objectives

VI SCHEDULE



TITLE I

Goal I-F: To establish, extend and improve library service to the disadvantaged in urban and rural areas.

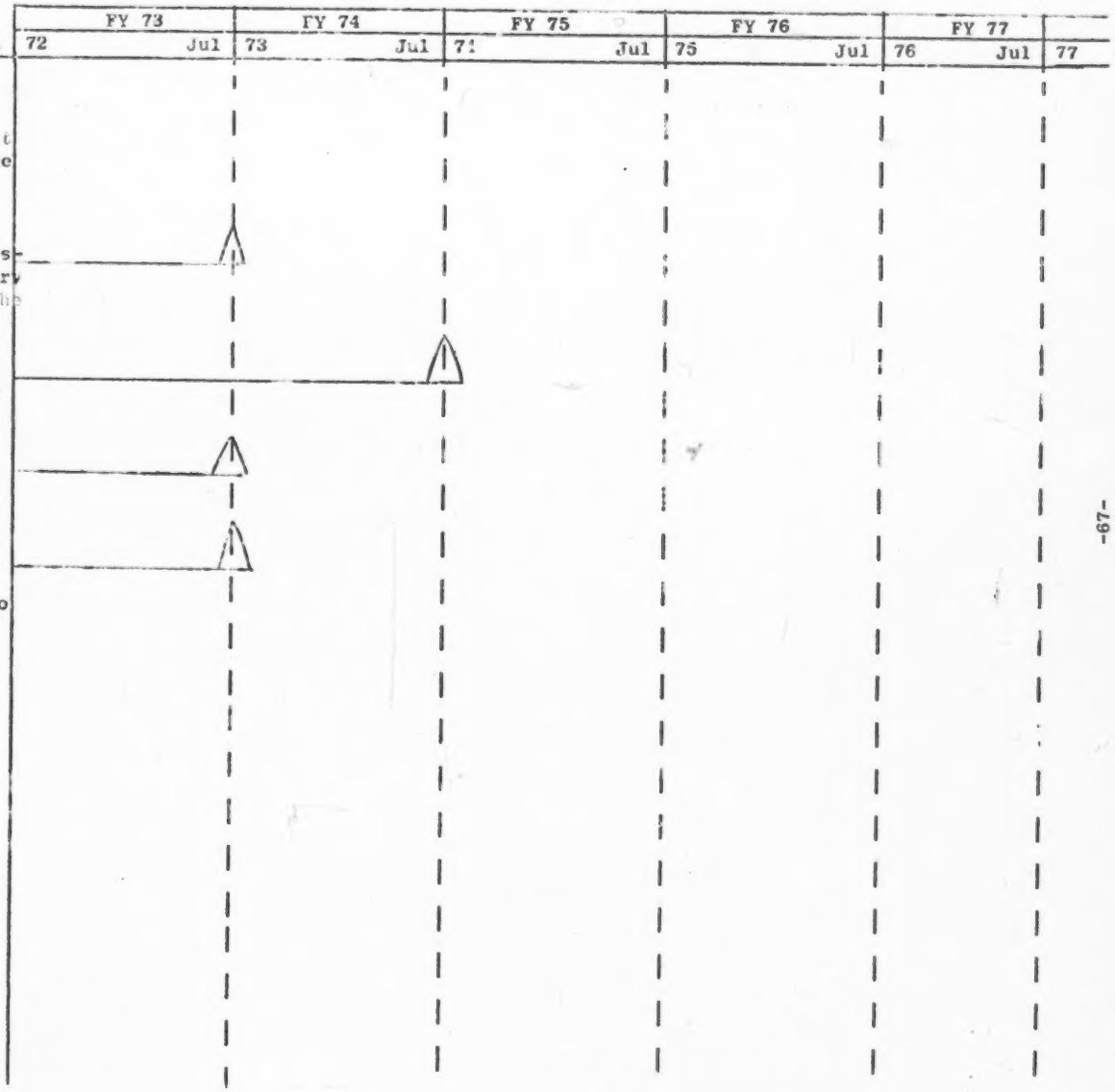
Obj I-F-1: To carry on existing special programs of service to the disadvantaged and to initiate programs of suitable service to the areas of next highest priority in the state.

Obj I-F-2: To cooperate with Division of Adult Basic Education, State Department of Education, in their programs for the disadvantaged.

Obj I-F-3: To dissiminate information and/or provide workshops on serving the disadvantaged so that our librarians, trustees, and Friends of the Library will more clearly see the need and value of their service and assist in improving it.

APLS 5-Year Program Objectives

VI SCHEDULE



TITLE I

Goal I-G: To provide professional, efficient and adequate administration by the State Agency of the Long-Range Program and the Annual Programs.

Obj I-G-1: To improve the maintenance of fiscal and statistical data necessary for auditing and procedures at the state and local level.

Obj I-G-2: To continue to offer assistance to our libraries for programming and for fiscal management.

Obj I-G-3: To further our public relations program and continue to include all media.

Obj I-G-4: To increase public awareness of the potentials of library services available to government, to business and to industry at the local and the state level.

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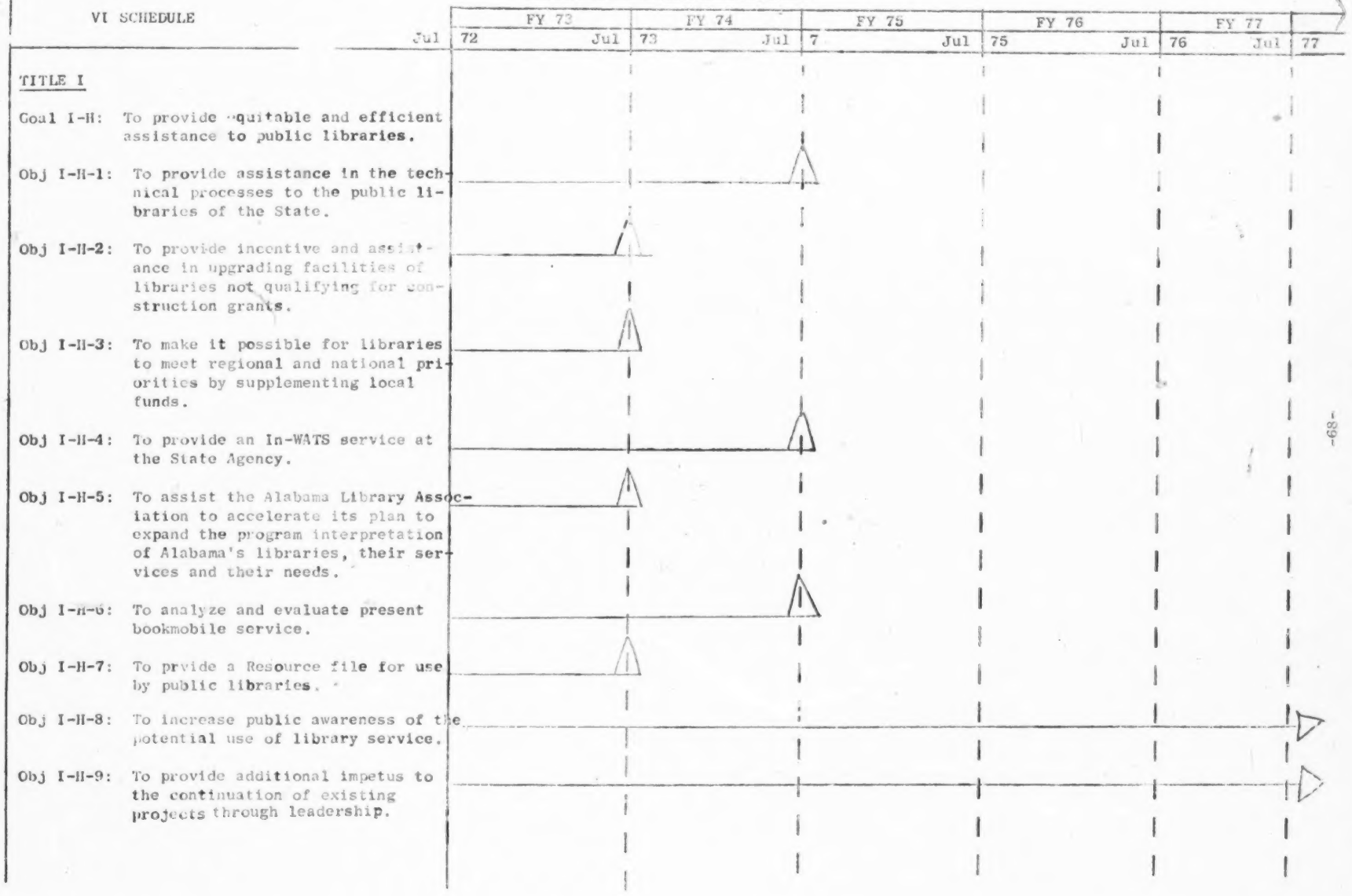
APLS 5-Year Program Objectives

VI SCHEDULE



TITLE I

Goal I-H: To provide equitable and efficient assistance to public libraries.

Obj I-H-1: To provide assistance in the technical processes to the public libraries of the State.

Obj I-H-2: To provide incentive and assistance in upgrading facilities of libraries not qualifying for construction grants.

Obj I-H-3: To make it possible for libraries to meet regional and national priorities by supplementing local funds.

Obj I-H-4: To provide an In-WATS service at the State Agency.

Obj I-H-5: To assist the Alabama Library Association to accelerate its plan to expand the program interpretation of Alabama's libraries, their services and their needs.

Obj I-H-6: To analyze and evaluate present bookmobile service.

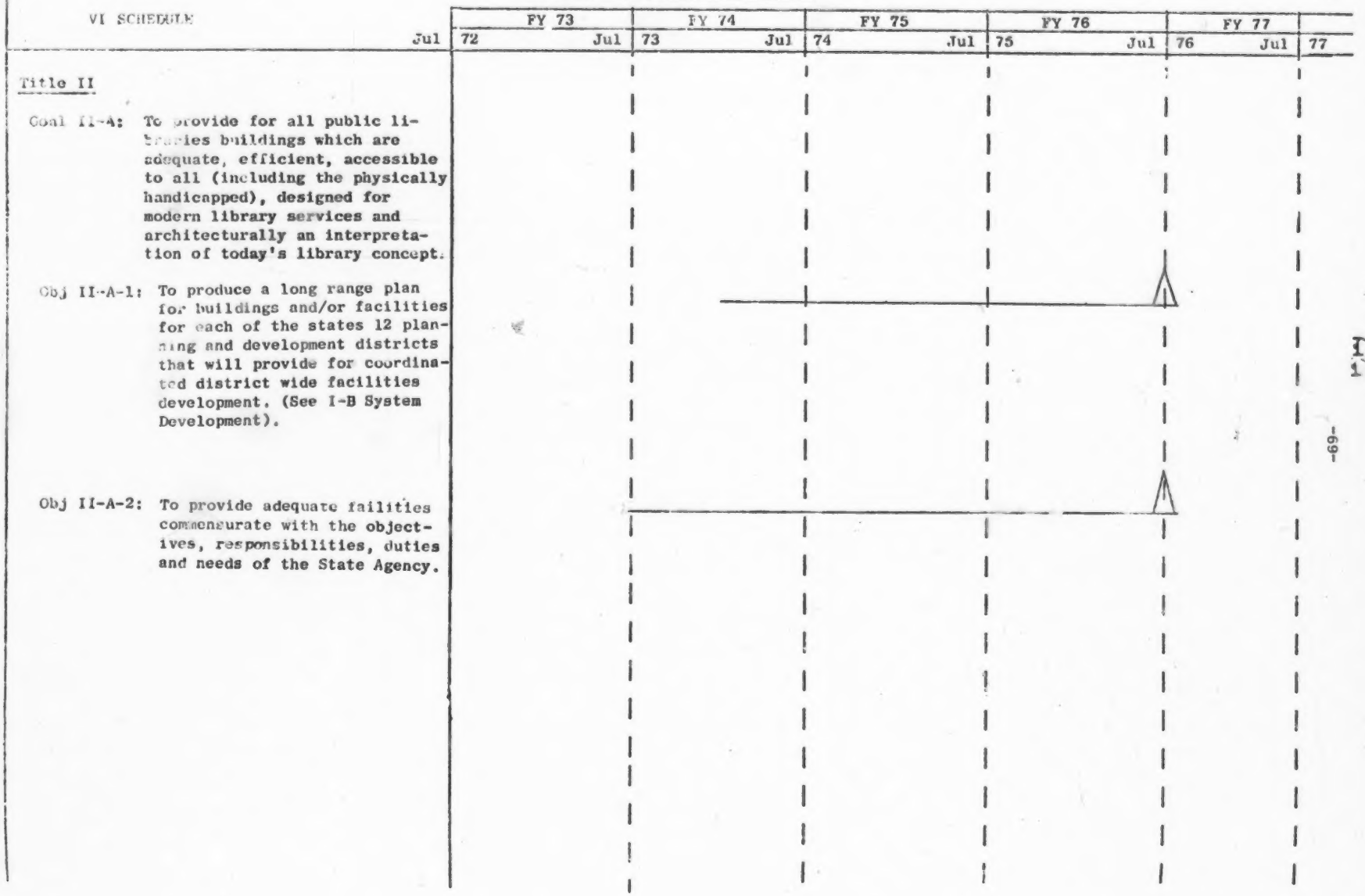
Obj I-H-7: To prvide a Resource file for use by public libraries.

Obj I-H-8: To increase public awareness of the potential use of library service.

Obj I-H-9: To provide additional impetus to the continuation of existing projects through leadership.

APLS 5-Year Program Objectives

VI SCHEDULE



Title II

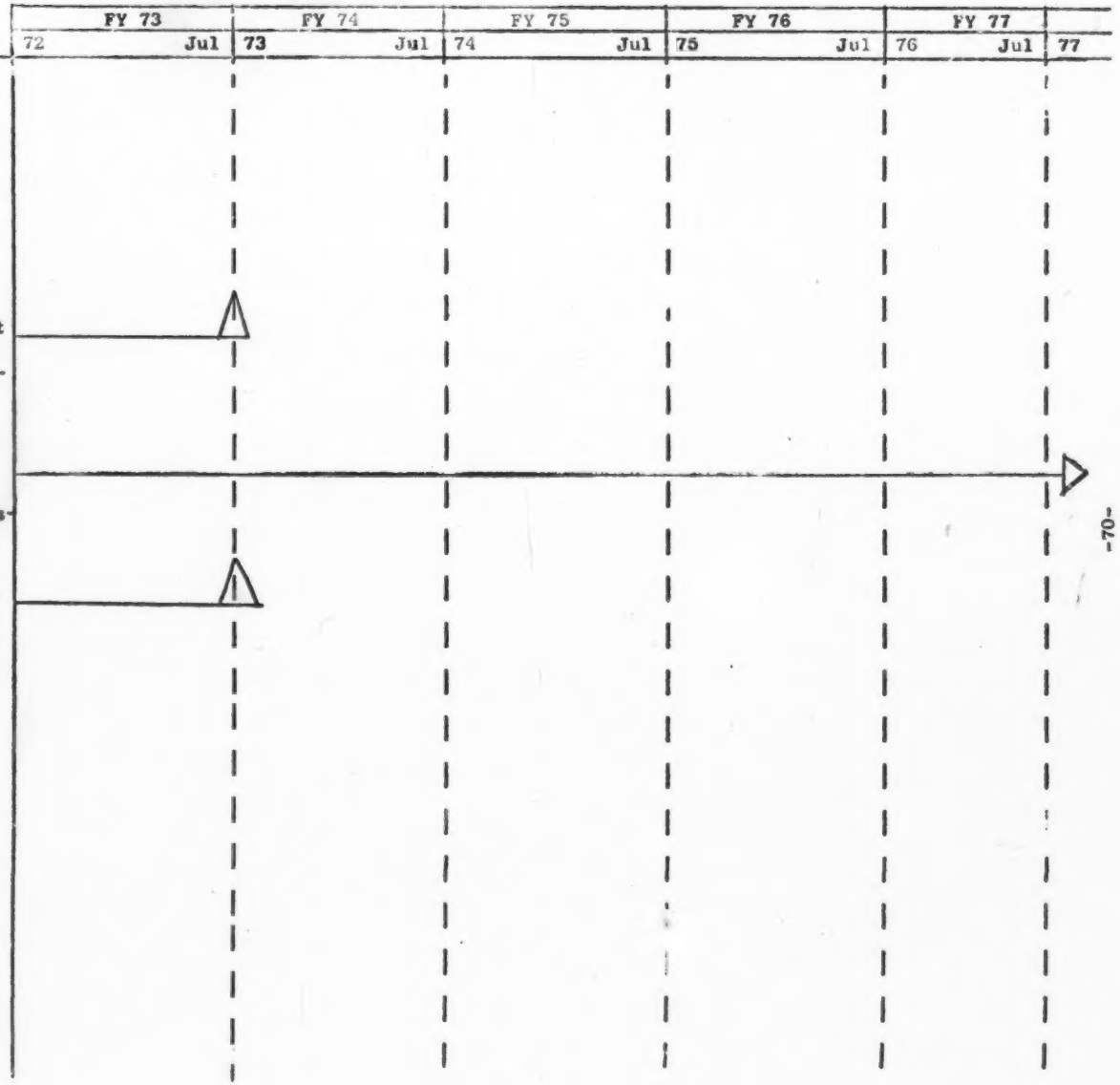
Goal II-A: To provide for all public libraries buildings which are adequate, efficient, accessible to all (including the physically handicapped), designed for modern library services and architecturally an interpretation of today's library concept.

Obj II-A-1: To produce a long range plan for buildings and/or facilities for each of the states 12 planning and development districts that will provide for coordinated district wide facilities development. (See I-B System Development).

Obj II-A-2: To provide adequate failities commensurate with the objectives, responsibilities, duties and needs of the State Agency.

APLS 5-Year Program Objectives

VI SCHEDULE



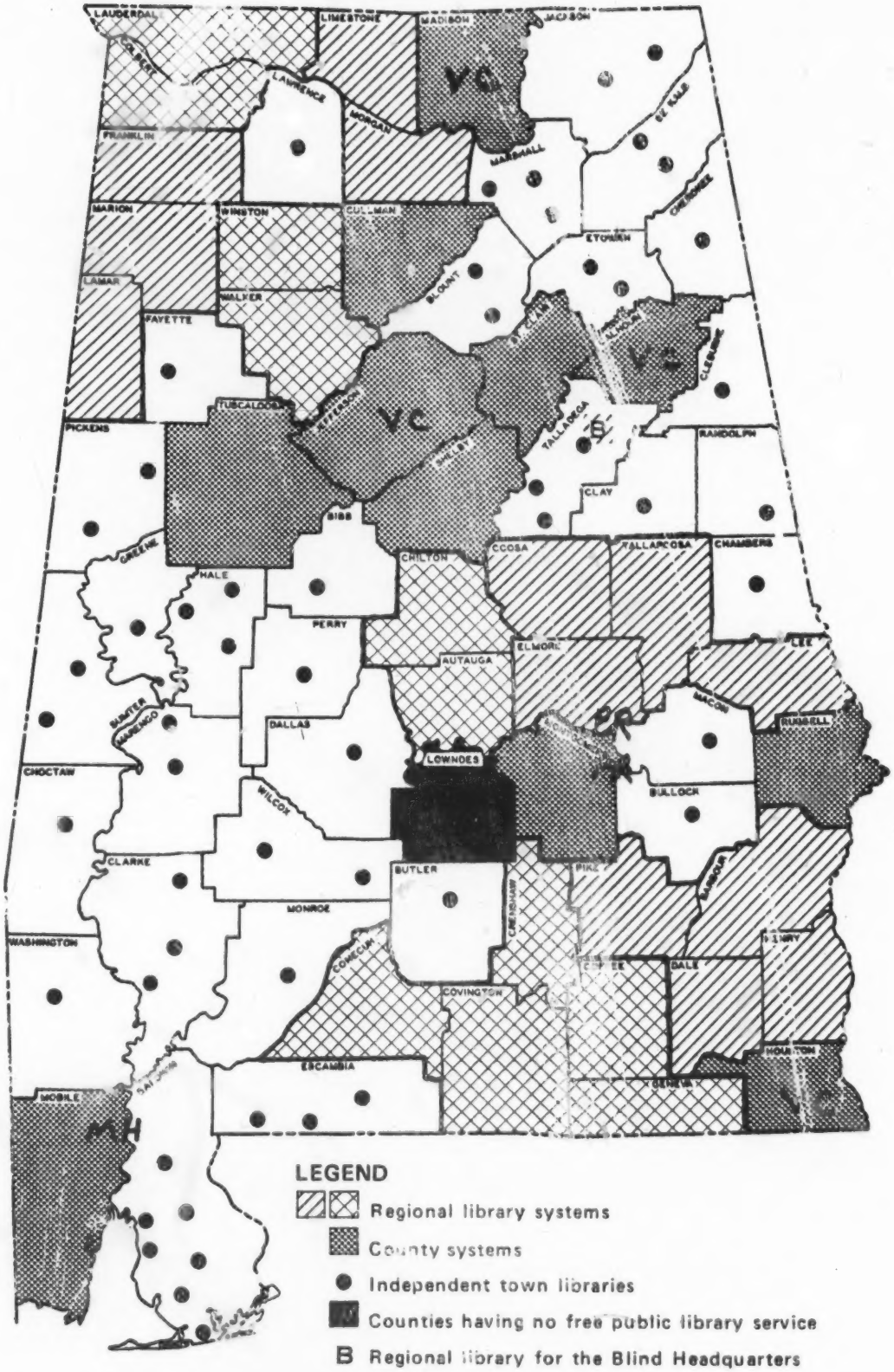
LE III

oal III-A: To prepare and implement a comprehensive plan for developing, coordinating, maintaining, and improving the total library and information service of the state to all users.

Obj III-A-1: To develop and implement a program of planned communication for statewide reference and referral.

Obj III-A-2: To provide access to state documents and to make them readily accessible.

Obj III-A-3: To secure through legislation an Interstate Library Compact to provide a contractual ability with other states.



LEGEND

- Regional library systems
- County systems
- Independent town libraries
- Counties having no free public library service
- B Regional library for the Blind Headquarters

VC - Vision Centers
MH - Mental Hospital
PR - Prison

APPENDIX B DEFINITIONS OF TERMS

1. APLS Alabama Public Library Service, the State Agency.

2. Administrator Interchangeable with Director - the executive officer of the library responsible for implementation of the program of library service.

3. Community: Area to be legally served by the library, such as a town, village, district, etc.

4. Community Librarian: A person responsible for implementing a local library program.

5. Director: See Administrator.

6. ESEA: Elementary Secondary Education Act.

6a. Higher Education: The Higher Education Act.

7. Goal: A broad, long-range statement that expresses the desires and aspirations of the citizens of Alabama. A goal is qualitative and encompasses a broad area of concern. It is somewhat idealistic and not readily attainable - a 30 or 40-year projection.

8. Headquarters Library of a System: The administration center housing the resource collection, the office of the librarian-administrator and headquarters staff.

9. Indefinite Loan: The quota of books made available to public libraries not in systems which may be exchanged at intervals or kept indefinitely. This term is used to meet auditing requirements; the number is determined by total local expenditures.

10. Job Classification Plan: The plan by which library jobs are defined and ranked according to characteristics of the work and qualifications required.

11. LSCA: Library Service and Construction Act.

12. Needs and Problems: Needs and problems are defined as those conditions or factors that impede an organization from achieving its goals and objectives. They can be thought of as the difference between the objectives and the present status. Many of the library needs and problems will be known without the benefit of analysis. The most critical needs and problems will be met and solved as soon as necessary action can be initiated, consistent with the overall program.

Definitions (cont.)

13. Objective: A shorter, more-specific development target that serves as an interim step in support of the broader goal. An objective is stated in precise terms and is clearly attainable in some specified period of time - 0-5 years.

14. Page: A library employee, sometimes a volunteer, assigned to shelving and/or other routine clerical tasks.

15. Planned Actions: The ways and means of meeting the needs and solving problems.

16. Policies: Philosophy, rules and regulations in broad terms approved by the Library Board.

17. A Public Library System: A group of libraries working together to make a wide range of library materials and services readily available to all residents of their areas, and thus enabling a group of small library units to achieve, together, standards which would be beyond the reach of each individually (ALA Public Library Standards, p. 7)

18. Standards: Alabama Standards for Alabama Public Libraries.

19. State Agency: See APLS.

20. Trustee: A member of a library board which has been legally established in accordance with the Alabama Code.

21. A Unit of a Public Library System: A local public library supported by public funds, authorized by a municipality or county to carry on public library functions in cooperation with, and within the agreed upon framework, of the system.

APLS:5-24-72

APPENDIX C: PRELIMINARY FINDING OF USER/NON-USER ANALYSES*

Characteristics of Library Users in Alabama (1972)

Table 1. Percent of Users by Age

Age Group	Percent
12-16	22.7
17-20	22.3
21-24	10.3
25-34	15.2
35-44	13.0
45-54	7.7
55-64	5.1
65 or over	3.7
	100%

Table 2. Percent of Users by Educational Achievement

Educational Achievement	Percent
College degree	19.2
Partial college	16.9
High school diploma	22.3
Partial high school	21.7
Junior high school	10.3
Seven years or less	9.6
	100%

Table 3. Percent of Users by Profession

Profession	Percent
Professional, Technical	3.9
Educator	8.2
Managerial, Proprietor	3.1
Clerical, Sales	7.3
Skilled Workers	1.3
Semi-Skilled Workers	0.5
Factory Workers	1.8
College Students	7.5
Other Students	39.9
Agricultural	0.7
Housewife	18.7
Retired	3.4
Other	3.7
	100%

*The User and Non-User Analyses are being made as part of the current Alabama Library Survey. This survey is scheduled for completion in February, 1973.

Characteristics of Library Non-Users in Alabama (1972)

Table 4. Percent of Non-Users by Age

Age Group	Percent
12-16	11.8
17-20	8.6
21-24	12.7
25-34	18.5
35-44	14.5
45-54	16.4
55-64	10.6
65 or over	6.9
	100%

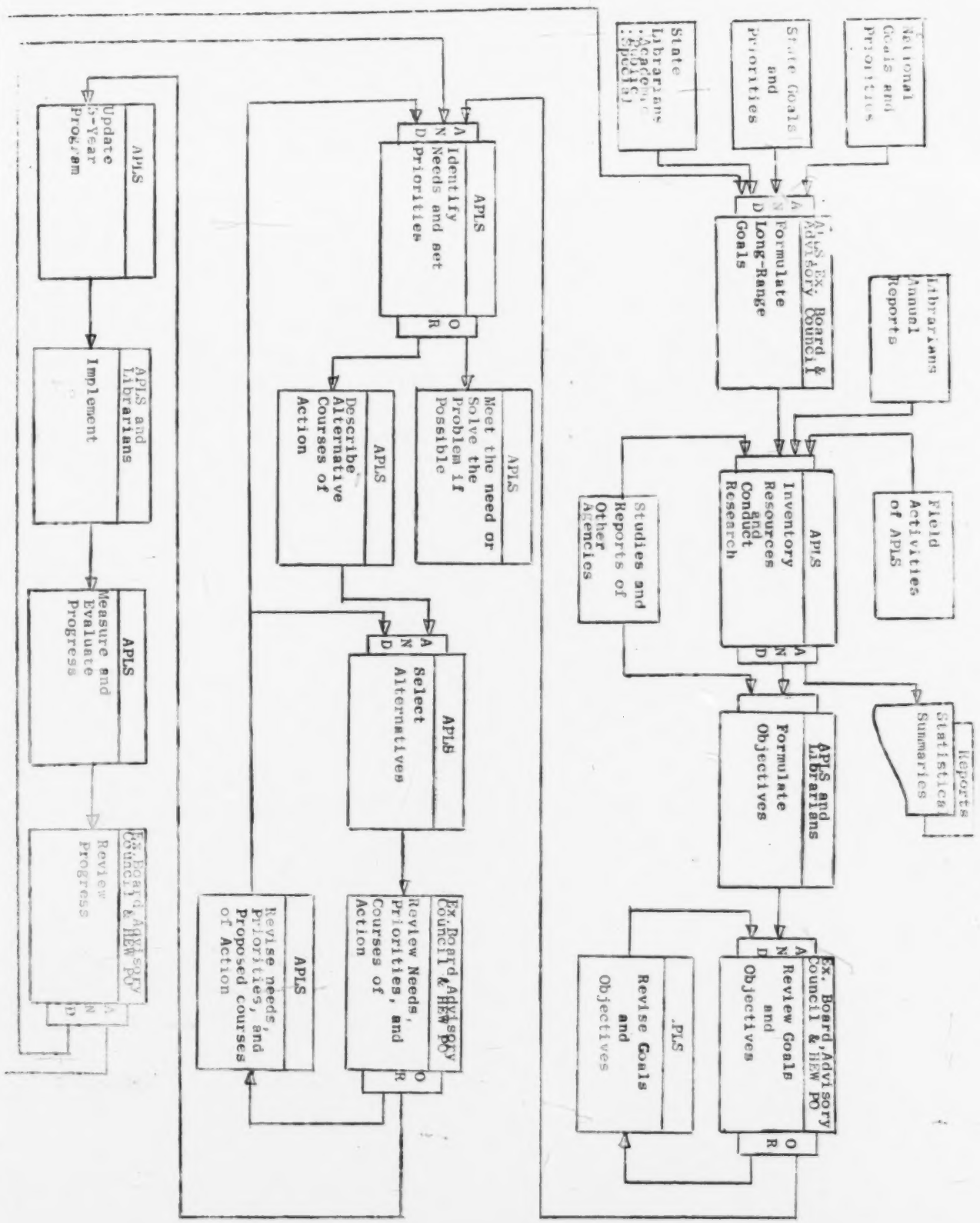
Table 5. Percent of Non-Users by Educational Achievement

Educational Achievement	Percent
College degree	7.5
Partial college	16.2
High school diploma	32.2
Partial high school	18.9
Junior high school	12.6
Seven years or less	12.6
	100%

Table 6. Percent of Non-Users by Profession

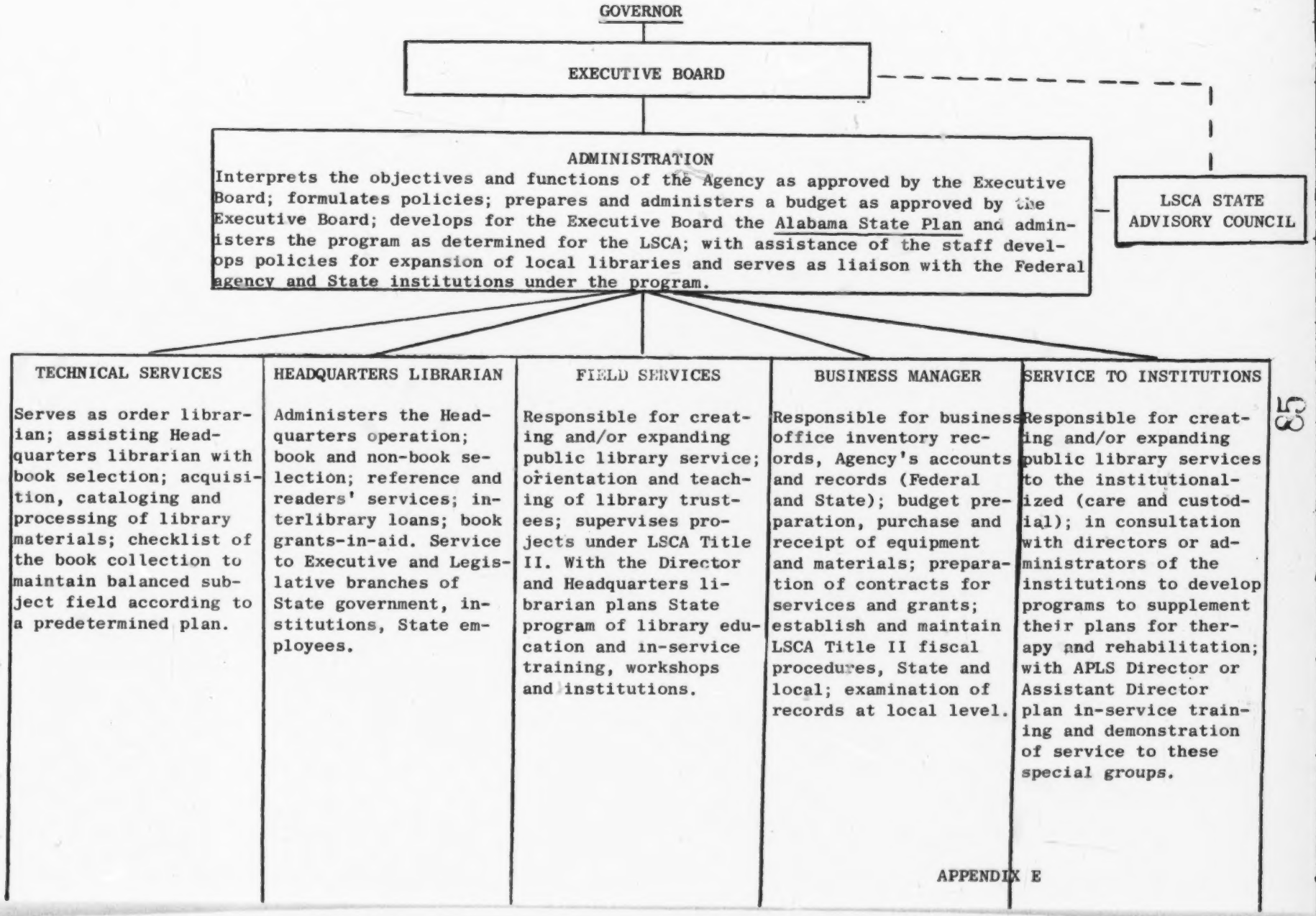
Profession	Percent
Professional, technical	5.1
Educator	2.7
Managerial, Proprietor	4.1
Clerical, Sales	10.3
Skilled Workers	7.2
Semi-Skilled Workers	6.8
Factory Workers	8.5
College Students	3.9
Other Students	15.4
Agricultural	2.9
Housewife	23.2
Retired	6.6
Other	3.3
	100%

APPENDIX D PRELIMINARY FLOW CHART OF APLS PLANNING PROCESS



APPENDIX E:

ORGANIZATION CHART


GOVERNOR
EXECUTIVE BOARD
LSCA STATE ADVISORY COUNCIL
ADMINISTRATION
Interprets the objectives and functions of the Agency as approved by the Executive Board; formulates policies; prepares and administers a budget as approved by the Executive Board; develops for the Executive Board the Alabama State Plan and administers the program as determined for the LSCA; with assistance of the staff develops policies for expansion of local libraries and serves as liaison with the Federal agency and State institutions under the program.
TECHNICAL SERVICES
Serves as order librarian; assisting Headquarters librarian with book selection; acquisition, cataloging and processing of library materials; checklist of the book collection to maintain balanced subject field according to a predetermined plan.
HEADQUARTERS LIBRARIAN
Administers the Headquarters operation; book and non-book selection; reference and readers' services; interlibrary loans; book grants-in-aid. Service to Executive and Legislative branches of State government, institutions, State employees.
FIELD SERVICES
Responsible for creating and/or expanding public library service; orientation and teaching of library trustees; supervises projects under LSCA Title II. With the Director and Headquarters librarian plans State program of library education and in-service training, workshops and institutions.
BUSINESS MANAGER
Responsible for business office inventory records, Agency's accounts and records (Federal and State); budget preparation, purchase and receipt of equipment and materials; preparation of contracts for services and grants; establish and maintain LSCA Title II fiscal procedures, State and local; examination of records at local level.
SERVICE TO INSTITUTIONS
Responsible for creating and/or expanding public library services to the institutionalized (care and custodial); in consultation with directors or administrators of the institutions to develop programs to supplement their plans for therapy and rehabilitation; with APLS Director or Assistant Director plan in-service training and demonstration of service to these special groups.

APPENDIX F: STATE OF ALABAMA

STATE PLANNING AND DEVELOPMENT DISTRICTS

As designated by Executive Order June 14, 1971. Ref.- Act No. 1126, Regular Session, 1969

ALABAMA DEVELOPMENT OFFICE

APPENDIX G: ESTIMATED NUMBER OF BLIND, PHYSICALLY HANDICAPPED AND INSTITUTIONALIZED PERSONS IN ALABAMA

Blind	12,000
Physically Handicapped	36,000
	48,000

Institutionalized	
Convalescent Homes	10,240
Hospitalized	21,600
Juvenile Detention Centers	125
State Corrective Schools	625
County Jails	2,650
City Jails	3,500
State Prisons	4,000
	42,740

APPENDIX H: DISADVANTAGED POPULATION IN ALABAMA

Families with income of less than $3,000 per year:
(mean size of family is 3.62)

Total	162,149
White	92,947
Non-White	69,202

Unrelated individuals with income of less than $3,000 per year:

Total	169,854
White	114,268
Non-White	55,586

Families receiving public assistance income:

Total	70,980
White	34,424
Non-White	36,556

Unrelated individuals receiving public assistance income:

Total	25,414
White	13,707
Non-White	11,707

Unemployed persons, 14 years old and over:

Total	57,059
Males	28,642
Females	28,417

Source: U. S. Bureau of the Census, Census of Population: 1970 General Social Economic Characteristics, Final Report PC (1)-C2 Alabama, Washington, D. C., U.S. Government Printing Office

APPENDIX I: EXCERPTS FROM THE PRELIMINARY FINDING OF THE COMMUNICATIONS STUDY*

*B. Recommendations for Modifications to Existing Services

Conversations with representatives of the various library locations indicate that there is a larger number of calls coming into the APLS facility than go out. There is strong indication that an intrastate In-WATS line should be installed. Under this arrangement, the libraries and branches remote from the State Agency in Montgomery could call in on a toll-free basis.

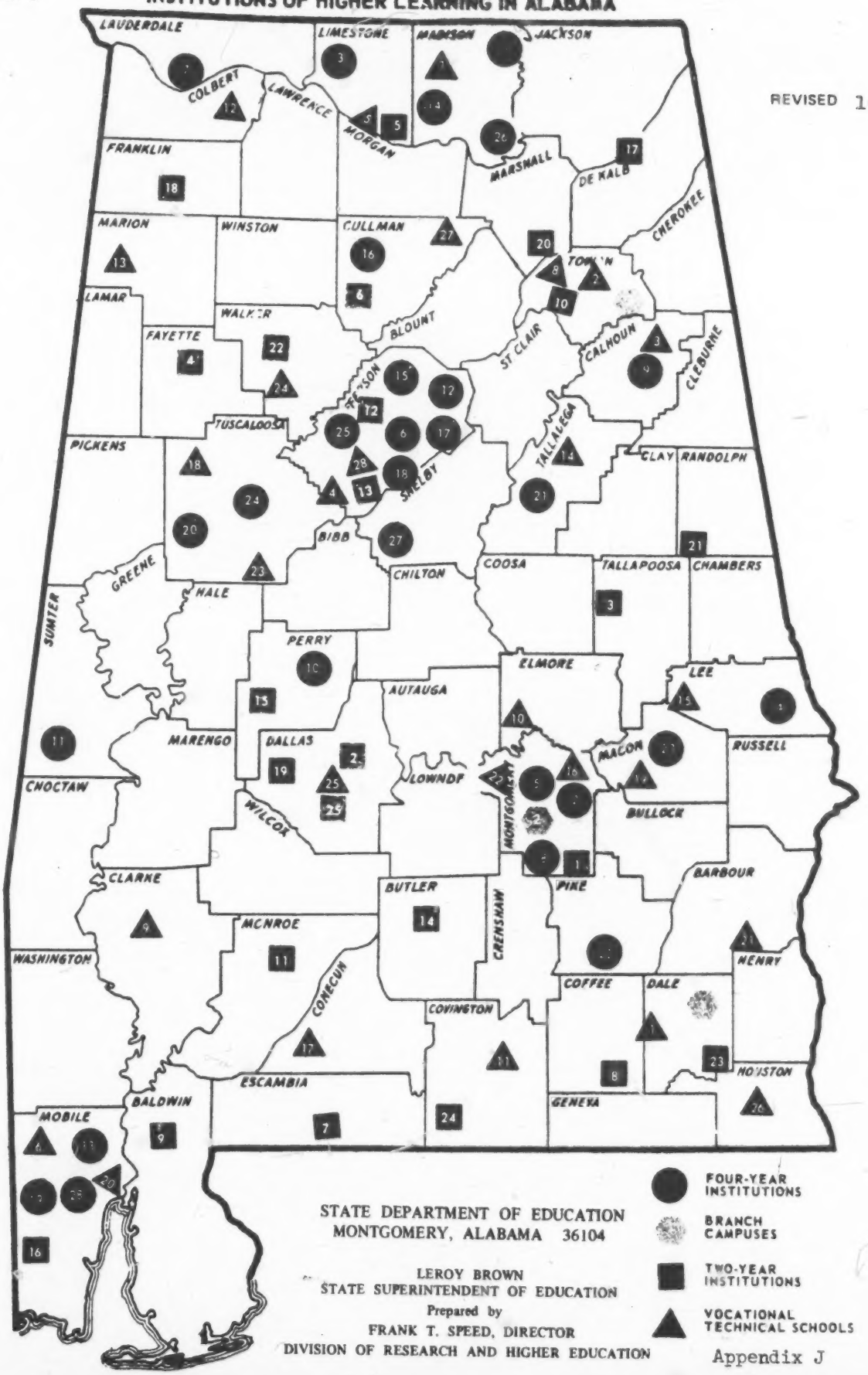
- The cost of a full-time In-WATS line is the same as the intrastate Out-WATS line -- $371.15 per month.
- It appears reasonable that the number of Out-WATS calls would decrease considerably if an In-WATS line was installed. It might be possible to reduce the Out-WATS arrangement to what the Bell System refers to as a "measured time" WATS, which costs about $125.00 per month for an accumulated ten hours of calling per month.

*The Communications Study is one part of the eminent Alabama Library Study. The Study is scheduled for completion in February 1973.

Appendix J

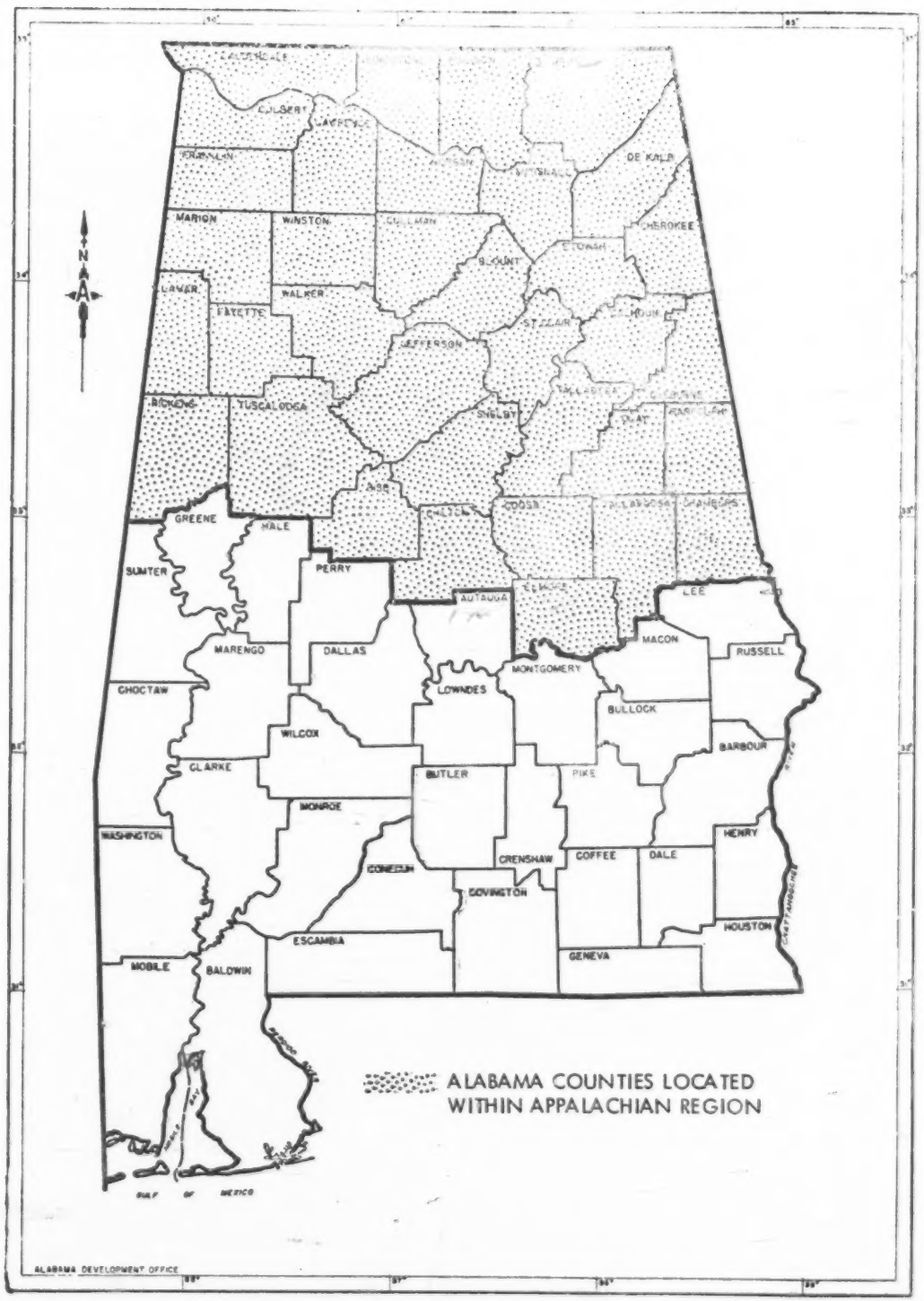
INSTITUTIONS OF HIGHER LEARNING IN ALABAMA

REVISED 10-22-71



Appendix J

APPENDIX K: Alabama Counties in the Appalachian Region



APPENDIX L: EXCERPTS FROM THE PRELIMINARY FINDINGS OF THE SPECIAL STUDY A COOPERATIVE SERVICE AMONG ALABAMA LIBRARIES*

IV Conclusions*

1. Public and academic librarians feel a cooperative library service program would improve overall library service in Alabama.

2. Public and academic librarians are interested and willing to participate.

3. The only significant limitation of public and academic libraries participating is a lack of funds to hire and train staff and to defray operating expenses.

V. Recommendations*

1. That the Alabama Public Library Service seek LSCA, Title III funds to sponsor a study to develop alternatives and to conduct a pilot project for a cooperative program.

2. That one alternative be selected and a pilot program be initiated.

*The Special Study of Cooperative Service among Alabama Libraries is one part of the imminent Alabama Library Study. This study is scheduled for completion in February 1973.